

COMMUNIQUE



The Mental Health Epidemic

America is at a

BREAKING POINT

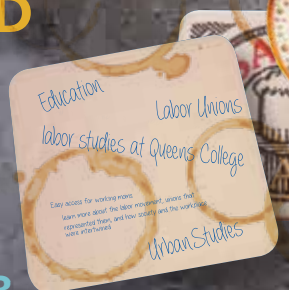
Pages 2-5

IN THIS ISSUE

LOCAL 1180'S FIRST TOWN HALL MEETING . . . Pages 6-7

HOW THE MURPHY INSTITUTE TRANSITIONED TO THE CUNY SCHOOL OF LABOR AND URBAN STUDIES. . . . Pages 8-10

PRIVATE SECTOR BARGAINING UNIT . . . Page 23



Editor's Note: Due to the seriousness of the topic and in order to protect the privacy of the woman telling her story, it is written in first person without mentioning a name. The story is real and in her own words.

The Mental Health Epidemic

America is at a

BREAKING POINT

By Marci Rosenblum, Communications Director

The small pill bottle with the white label sat on my nightstand, directions clearly spelled out. "Take one nightly as needed to help with sleep." One. My mind focused only on the word "one." What would happen if I took more than one? Would I sleep longer? How many would it take to sleep forever? Would the small pills in the bottle put an end to the way I felt?

Life was not going as expected. Then again, does anyone's? I am a strong, independent woman. I raised four children by myself, despite there actually being a "husband" in the house. I am professionally successful. I live in a nice house. To the eyes of most outsiders, I had it all. But I didn't.

I was constantly stressed out. I was overtired ... overworked ... overextended ... and just plain over it. It, of course, meaning the way things were going. I was sick and tired of being sick and tired, of hearing, "you're like Superwoman. I don't know how you do it all."

The reality was that I couldn't do it all, and there was the problem. I cooked, grocery shopped, paid the bills, prepared the taxes, filled out all my children's paperwork, ran the errands, drove carpools to and from school as well as to and from extracurricular activities, I bathed and fed little ones, I read the stories, wiped the tears, handled the problems, cleaned the kitchen after endless amounts meals, entertained a non-stop flow of house guests, helped with the homework, worked a more-than-fulltime job, and helped run my husband's business. What did my husband

do? Worked a regular work day. Ate dinner. Watched television. I couldn't live this way any longer. I was doing **everything** and he was doing virtually nothing.

I was an emotional wreck. Constantly crying. Blood pressure skyrocketing. Weight climbing. I couldn't give my children what they needed, and deserved, because I couldn't even give myself what I needed and deserved. I often thought it would be easier to just check out. Leave behind the pain and misery that had become my everyday life.

I knew I had to make a change. I knew I needed help. The woman who could "do it all" just couldn't do it all.

The problem was I felt like I was drowning. How was I supposed to make a huge change when I couldn't even make dinner?

I had no one to talk to. No place to turn. No one understood my situation. After all, husband worked, brought in a good income, didn't drink, do drugs, or cheat (although I wish he had so he would have left me alone.) He wasn't abusive, at least physically. Emotionally and mentally? Now that was another story and that's why those little Ambien pills were just calling my name.

Having him around was like having a fifth child who needed their mommy. Yet, he was an adult who was more than capable of helping out — yet chose not to.

I was alone. All alone. It took me 12 months, an entire year, after I made up my mind to steer life in a different direction, until I worked up the courage to actually do something. One day it just hit me. I needed to take back my life, get rid of what was making me so miserable, and stop looking at the pill bottle and wondering how many it would take to end the vicious

cycle of misery that looped through my head and my life every. single. minute. of. every. single. day.

With husband finally out of the house and out of my life, I could work on making the change that was so badly needed. For me, for my children, for our lives. After all, it was my four children, and ONLY my four children, that kept me from ignoring the directions on the pill bottle. There was no way I could leave them without a mother, the only parent they had to take care of them, who put their needs first, who sacrificed herself on their behalf. I brought them into this world. I refused to let them suffer any more than they already had.

And that's when I knew I needed help. I searched out the best therapist I could find. Someone who would not only listen to me, but actually **hear** me; someone who could help me come to terms with the fact that I — a strong, independent, successful woman — was an abuse victim; and most importantly, someone who could help me find a way to deal with it all.

But after two very expensive therapy sessions, I panicked. I believed this therapist could help me, but how could I possibly afford it? Yes, I have insurance but it seemed as if no "reputable, good, highly recommended" therapists like the one I found took my insurance. While my insurance plan would cover a portion of expenses based on what the insurance company thought was "reasonable and customary" for therapy, I first had to meet a rather large out-of-network deductible.

I can do this on my own, I rationalized in my head. I've done everything in my life on my own. I am who I am today because I am a fighter. So I stopped after two sessions. I tried to go it alone. I failed. Miserably. I was suffering. My kids were suffering.

It took almost 18 months before I returned to therapy. Every day was a struggle. I was at rock bottom and I knew I needed help. The perpetual flow of tears was a clear indicator of the need for mental health services. The money would just have to come from somewhere.

I was one of the lucky ones. I found a way to make it work. I cut from here, cut from there, watched every penny. There was no choice. Emotional abuse and neglect were just as dangerous as physical abuse except no one, and I mean no one, could see what was going on. The signs were all internal. Oftentimes I wish there had been physical abuse. Then I could have called the police. Almost a year and a half after I began intensive therapy, I am still there, struggling with the financial aspect of it, but knowing that if I would do anything to save the life of one of my children, I had to start with saving my own life.



Poor insurance coverage for therapy is largely a reflection of how society views mental health.

Not everyone, however, can make therapy work. Far too many insurance companies do not cover mental health services. Others cover only a small percentage. Not everyone has insurance, and others who do believe the stigma attached to therapy is far too negative.

America is in the midst of a mental health crisis. Adults, teens, females, whites, blacks, wealthy, poor. It just doesn't matter. Mental health issues don't discriminate. Myriad reports on mental health appear regularly, with all agreeing that approximately one in five adults in the U.S. faces some form of mental health issue. That's 43.8 million people, or 18.5 percent of the population, according to the National Alliance of Mental Illness (NAMI). Nearly half were shown to have a co-occurring substance abuse disorder, and about 9.6 million Americans have been found to experience suicidal ideation. On top of that, about one in 25 American adults — 9.8 million, or 4 percent — wrestles with a serious mental illness that interferes with or limits one or more major life activities in a given year.

If those statistics aren't staggering enough, currently, an estimated 47 percent of adults who believe they need treatment are not receiving treatment because they cannot afford it. Just because Americans have insurance doesn't mean they can actually cover their doctor, hospital, pharmaceutical, and other medical bills. The point of insurance is to protect patients' finances from the costs of everything from hospitalizations to prescription drugs, but out-of-pocket spending for people even with health insurance has increased by more than 50 percent since 2010, according to one human resources consultant. Our nation's mental health is descending to dangerous levels with no easy way out.

However, it's not only those who can't afford help who are ending their lives out of despair. In the past several months, the high-profile deaths of fashion designer Kate Spade and world famous chef and writer Anthony Bourdain brought the topic to the forefront once again. Kate Spade was the founder and face behind not one, but two successful fashion lines. Even if customers didn't know the designer's face, they knew that behind her fashion lines was a woman who honored and understood the value in feeling beautiful while putting in a full day's work. She was smart, successful, wealthy, had a loving family, and was always seen with a smile. Few would have guessed that behind so much cheer was a top business mogul so deeply depressed that on June 5, 2018, she would commit suicide.

Kate Spade's death, followed just 20 days later by Anthony Bourdain's, was a jolting reminder that mental illness does not discriminate by class. If someone as successful and wealthy as Kate Spade or Anthony Bourdain was not able to tame the terrors of clinical depression, it does not bode well for those who have a fraction of the resources and support. While mental illness is not an untouchable topic like it was for centuries, we are still sorely lacking in ways to provide care and treatment in scale with the amount of people who need it.

The term "mental illness," as defined by the Mayo Clinic, refers to a wide range of mental health conditions and disorders that affect mood, thinking, and behavior. When untreated, the symptoms of mental illness cause chronic stress, emotional distress, and disruption of routines and goals. Well-known examples include depression, anxiety, schizophrenia, obsessive-compulsive disorder (OCD), and eating disorders.

Thirteen percent of children and adolescents between the ages of five and 18 experience a severe mental disorder while growing up, according to NAMI, problems that too often carry over into adulthood. These numbers make the theoretical very practical, and that is, we all know someone who is struggling with mental illness, whether we actually know it or not.

Gina Strickland, Local 1180 First Vice President, said the Union often receives calls from members on the edge. "We live in tough times. Women are working, taking care of kids, running a household, paying bills. At the end of the day, there just isn't any time left to relax and breathe. Everyday life can be very overwhelming, especially for those doing it all alone, which many of our members are," Strickland said. "Superwoman is a fictional character. Our lives are real."

She said Local 1180 offers Membership Assistance Services at no charge for members and their dependents through Healthcare Assistance with Member Support (HCAMS). If you or a family member needs assistance with stress, mental health or substance addiction, confidential help is available by calling 1.888.828.7826.

HCAMS offers services to deal with many personal issues, including drug, alcohol, and prescription medication dependence, stress-related conditions, sleeplessness, low energy, concentration difficulties, family, adolescent and relationship problems, and much more. (see next page for detailed information).

Strickland said she received a call recently from a member who was incredibly overwhelmed with work and family issues, and had no idea where to turn for help. Thankfully, she was able to point this member in the right direction after a lengthy discussion.

"My heart was breaking for her," Strickland said. "She had so much going on between her job and her personal life, and she felt alone. Sometimes just listening and helping our members tap into available resources goes a long way. We were obviously able to help with the work-related issues. In this particular case, I knew right away where to send her for her personal issue so she could get assistance."

Strickland said the Union is looking at additional ways of offering assistance as well. One of those is working with legislative leaders on resolving the daycare crisis in New York City, which is a leading cause of stress for working women. Another is paid parental leave negotiations in upcoming contract talks.

Continued on next page

RESOURCES

New York City

Samaritans Suicide Prevention Hotline

212.673.3000

Free, immediately accessible, 24/7 emotional support, Anonymous and confidential.

Covenant House

National Neline Hotlines

24 hours/7 days

1.800.999.-9999

National Suicide & Crisis Hotlines

1.800.273.TALK (8255)

1.800.SUICIDE (784.2433)

Online chat:

suicidehotlines.com/national.html

Crisis Text Line

Text "CONNECT" to 741741

Union Benefit

Healthcare Assistance with Member Support (HCAMS) 1.888.828.7826



The Mental Health Epidemic

America is at a

BREAKING POINT

stress they deal with all the time that can contribute toward mental health issues," Strickland said.

Reality is that there is not one contributing factor toward the escalating mental health crisis. Everyone has their own issues and faces their own unique circumstances. The underlying problem, though, is that far too many Americans do not, or cannot, seek out counseling services for a multitude of reasons. Cost, accessibility, and stigma are three of them. Like other health issues, mental and behavioral health issues should be examined, followed, and treated by a professional. Even the "Superwomen" or "Supermen" of the world can't go it alone all the time.

Yet, health systems have not adequately responded to the burden of mental disorders. As a consequence, there is a huge gap between the need for treatment and its provision. A compounding problem is the poor quality of care for many of those who do receive treatment.

While there are clinics and centers that offer mental health services for a small fee or for free, they tend to focus on individuals who are severely debilitated by an illness. Visiting a licensed professional in New York City costs an average of \$200-\$300 per visit, and many, especially the best of the bunch, do not take insurance at all. There is a huge struggle to find talk-based therapy that's covered by insurance plans. Of all practicing medical professionals, therapists are the least likely to take insurance. Additionally, patients who need a mental health-related medication such as an antidepressant or anti-anxiety drug are generally required by their primary

"Having better day care options and paid parental leave certainly will not resolve our mental health epidemic, but for our members, it will go a long way toward easing some of the

care physician to see a psychiatrist or psychiatric nurse practitioner, nearly half of whom do not take insurance and charge more than a psychologist or social worker, according to a study published in JAMA Psychiatry.

Poor insurance coverage for therapy is largely a reflection of how society views mental health. Insurance companies tend to see things from a medical perspective. Find the ailment, write a prescription. Mental health treatment does not work that way, and since health insurance companies still consider mental health care to be a secondary health issue, a growing number of mental health providers simply choose to accept only private pay. Many, however, will give patients receipts for their services, thereby enabling the patients to duke it out with their insurance company. A headache that more often than not leads to angst. Another problem is that even when insurance companies consider a mental health diagnosis a valid billable condition, the coverage may only be temporary.

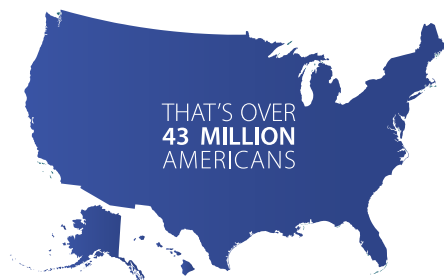
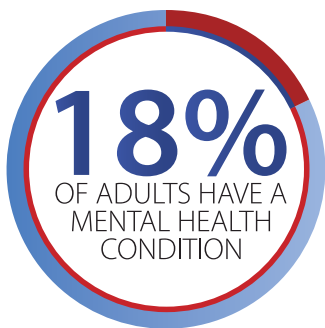
On the flip side, insurers are starting to feel the frustration as well. "There is a well-documented national shortage of behavioral health providers generally, and in health plan networks specifically, resulting in patients having to pay out-of-pocket for treatment or forgo it altogether," according to a spokeswoman for America's Health Insurance Plans, an insurance company trade organization.



Visiting a licensed professional in New York City costs an average of \$200-\$300 per visit, and many, especially the best of the bunch, do not take insurance at all.

Mental Health

Key Facts and Findings



NEARLY HALF HAVE A CO-OCCURRING SUBSTANCE ABUSE DISORDER



MOST AMERICANS LACK ACCESS TO CARE

56%

OF AMERICAN ADULTS WITH A MENTAL ILLNESS DID NOT RECEIVE TREATMENT

ONE IN FIVE



REPORT AN UNMET NEED

7.7%

OF YOUTH HAD NO ACCESS TO MENTAL HEALTH SERVICES THROUGH THEIR PRIVATE INSURANCE

The World Health Organization promotes a four-step approach to a solution: more effective leadership and governance for mental health; the provision of comprehensive, integrated mental health and social care services in community-based settings; the implementation of strategies for promotion and prevention; and strengthened information systems, evidence and research.

Until all of these objectives are met, America's mental health epidemic will continue. After all, mental health problems tend to be under-researched, under-treated, and over-stigmatized.

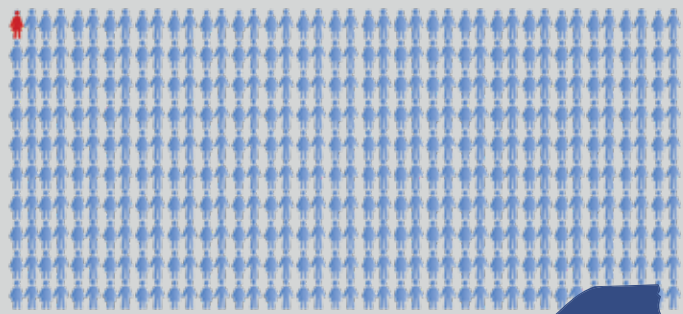
All of these mental health issues are not confined just to the United States. The problem is so wide spread that even the Duke and Duchess of England have made it their top priority, advocating for the mental health of children.

"The mental health of our children must be seen as every bit as important as their physical health," the Duchess of Cambridge, Kate Middleton, wrote in a personal essay. "For too long we have been embarrassed to admit when our children need emotional or psychiatric help, worried that the stigma associated with these problems would be detrimental to their futures. We hope to encourage [our children] to speak about their feelings, and to give them the tools and sensitivity to be supportive peers to their friends as they get older."

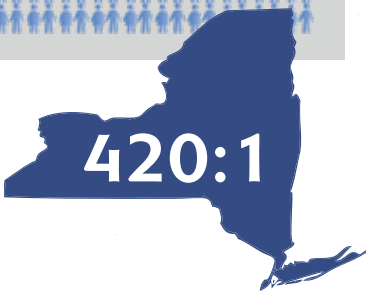
And if the future King and Queen of England are trying their hardest to erase the stigma surrounding mental health issues, so should we all.

Society ignores a hard truth about suicide: saving a life can't solely rely on the person who is at risk. There must be more emphasis on early intervention when someone seems "off" in order to curb suicides — a responsibility that lies with everyone. ■

IN **NEW YORK** THERE IS
ONE MENTAL HEALTH PROVIDER
FOR **EVERY 420 INDIVIDUALS (420:1)**
NATIONALLY, THE RATIO IS **529:1**



NEW YORK STATISTICS



56.4%
1,468,000
People

Adults with any mental illness not receiving treatment

18.6%
483,000
People

Adults with any mental illness reporting unmet need due to various barriers

HELP FOR UNION MEMBERS



HealthCare Assistance *with Member Support, LLC*

Healthcare Assistance with Member Support (HCAMS) understands that our members are facing more difficult issues than ever before. If stress and anxiety are affecting your already complex daily routines, there is help available.

HCAMS offers a confidential, no cost Employee Assistance Program (EAP) to all our members and their families 24 hours a day, 7 days a week.

It's important to recognize the signs and symptoms of stress that left untreated can have a negative impact on your health and job performance. Stress affects all aspects of your life — work, home, and family. But there is help.

The HCAMS staff has more than 90 years of combined experience working with union members and support staff, and is ready to assist with issues such as:

- Stress and Anxiety-Related Conditions
- Job Protective Employee Assistance
- Drug and Alcohol Dependencies
- Addictions of All Kinds
- Depression and Anger Management
- DUI Advocacy
- Hostile Work Environment/Bullying
- Prescription Medication Dependencies
- Grief & Loss Counseling
- Family Problems/Relationship Problems

Don't let "stressors" affect your job security. Call 1.888.828.7826 for more information or to get help. **This is a confidential program that is available 24 hours a day—every day!**

Did you know

- 43% of all adults suffer adverse health effects from stress.
- 75% to 90% of all doctor's office visits are for stress-related ailments and complaints.
- Stress is linked to six of the leading causes of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide.
- The Occupational Safety and Health Administration (OSHA) declared stress a hazard of the workplace. In terms of lost hours due to absenteeism, reduced productivity, and Workers' Compensation benefits, stress costs American industry more than \$300 billion annually.
- The lifetime prevalence of an emotional disorder is more than 50% often due to chronic, untreated stress reactions.

EMPLOYEE SIGNS & SYMPTOMS ON THE JOB

- Low productivity, carelessness, takes needless risks
- Poor concentration — deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job—inability to get along with co-workers/supervisors
- Outbursts, anger management issues and/or aggression
- Avoidance and isolating at work (i.e. Excessively long lunch breaks)
- Higher than average accident rate and Works' Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off Duty Conduct: DUI, Domestic abuse, Other Arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

1.888.828.7826

www.unionsupport.org



CWA Local 1180's First TOWN HALL

Q&A with President

Local 1180 held its first-ever Live Town Hall Meeting on August 2, with the hour-long event being broadcast in real time on Facebook.

President Gloria Middleton took the stage in front of 100-plus members in the audience, with hundreds more watching live on social media. The event was an opportunity for Middleton to directly answer member questions from the audience and from social media.

“Our live Town Hall was definitely another way that our union is keeping up with the changing times of disseminating information to members in the most time-sensitive manner possible,” she said. “We realized so many of our members were contacting the union with the same questions, so we planned this live town hall to reach as many members as we could.”

City Council Member I. Daneek Miller, a huge supporter of the labor movement and Local 1180, was the guest speaker, answering several audience questions himself. The event drew extremely positive feedback, with members requesting additional Town Hall meetings before the night was even over.

Following the broadcast, audience members discussed amongst themselves the issues that were talked about at the event. What follows are some of the questions and answers from the evening. To watch the entire Town Hall, visit the union's YouTube channel at <https://www.youtube.com/watch?v=plnBMZS7dwY>.

Q: When do we start negotiations for a new contract?

A: DC37 holds the bargaining certificate for the Citywide contract, which is why they go to the bargaining table first. Their contract expired October 2017. They signed their new contract in July 2018. Our contract expired May 2018. There are some issues we still have to resolve from the old contract and then we will send notice to the City that we are ready to negotiate a new contract. We are sending surveys to the members and we set up committees. However, know that the pattern has been set. There will be other issues of importance to members that will be part of our negotiations.

Q: What steps are being taken to get the members of CWA Local 1180 more engaged and interested in Union activities, rallies, etc.?

A: It's all about our members talking to other members. We are holding one-on-one conversations at all our worksites. We are teaching members how to talk to and engage other members. It all comes down to us working

together to get more engagement. When you come to an event or activity, bring along a few friends and co-workers. Show excitement and energy and it will spread.

Q: Why are non members who no longer pay dues entitled to certain benefits?

A: Unions receive money from the City for our benefits funds, money that is used to provide various benefits to members. Any benefit that was in place prior to the Janus decision remains, but any new benefits the Union is able to provide outside of the Collective Bargaining Agreement will be for dues-paying members only.

Q: What can we do as a union to educate our communities of the benefits of becoming union members? How can we educate people on various union jobs within our communities that are part of union membership and the added benefit it provides to the community as a whole?

A: Local 1180 saw the need to not only be amongst our own members, but to expand ourselves into the communities. We established Borough Community Coordinating Committees where members can come, bring their families and friends, and learn about unions, what Local 1180 is doing, and work together on community issues. The CWA triangle is labor, community, politics. They all go together. These give us a chance to get out our message and better the communities in which we live. Spreading the word about jobs is up to all of us. The first three letters in the word “union” are u-n-i. I don't do this by myself, you don't do this by yourself. We do this together. Nothing beats one-on-one communication. We must talk to one another.

Q: Jane McAlevey (union and community organizer) writes that the labor movement has not been able to effectively challenge inequality because unions are not organizing “ordinary people to understand their potential power and participate meaningfully in making strategy.” Instead, unions rely on paid staff to talk to politicians, negotiate contracts, and mobilize members to turn out for actions that the members were not involved in planning. Do you agree with this critique, and if so, what is the best way to organize the members of CWA 1180 who work for the City of New York?

A: Post Janus, labor has had to rethink our strategy about communicating with members. Local 1180 has instituted a membership brigade whereby our retired members visit sites to have one-on-one conversations with members about the importance of being in a union, as well as having members complete surveys regarding how they feel about our union. We are also training Shop Stewards and activists on how to organize their workplace around issues that come up in the workplace. Having a

presence among the rank and file is essential.

Q: What and how will you convey to the members of Local 1180 that the union will still stand in spite of naysayers such as Mark Janus and how will the ruling of the Janus case affect Local 1180?

A: We have been working diligently to make sure we get the message out to all our members that this was happening. We have been talking to our members ever since the Friedrich's case where there was a threat to have agency fee payers no longer pay dues. We had to do business differently. We had to reboot ourselves because Janus was around the corner, being funded by the 1%. We started talking to members one on one. As part of that strategy, Local 1180 has more than 94% membership. There are anti-union groups who got a hold of some members' work emails and tried to get them to opt out. But we are standing strong and we will continue to have one-on-one conversations with our members.

Q: What happens now and in the future to unions, ours in particular, in light of the Janus decision?

A: We have to stay strong. We have to persevere. We have 700,000 members in CWA across the country. CWA is used to having to go to members and collect dues because in several right-to-work states there is no dues checkoff but they still have 95% membership. Locals have to go to each member and ask them to pay dues directly. This is not anything new for CWA. We are looking at their model. New York and other states are now basically in the same situation. We have done everything in our power to make sure members know what the problems are. We are talking together with other unions and labor organizations. Governor Cuomo signed legislation that if you are not a dues-paying member, then we do not have to represent you in the disciplinary process. It's going to take a lot of work. We have to do things differently. It's a new day. We need each other right now.

Q: The main concern of the majority of the members is how the Janus decision will impact unions. If members opt out of paying union dues, how will it affect their health benefits?

A: What is so dangerous about Janus is that as long as members are in the collective bargaining agreement in a title that we hold, their health benefits will not change. That's what the anti-union people will tell you, but they are wrong. If we have no union to collectively bargain, if we don't have the support of our members as we sit at the bargaining table to talk about health benefits, we will all lose. In the last round of bargaining with the City, they wanted us to start paying premiums. If it wasn't for

MEETING

President Gloria Middleton



the collective action of all the City's unions who were able to hire attorneys to talk to the City and come up with a plan that didn't require us to take more money out of our pockets, that's exactly what we would be doing. This is why you need a union, this is why you must pay dues, this is why you need to support your union.

Q: What will happen to Retiree Chapter Membership now that the Janus case has finished?

A: The Retiree Chapter membership is a volunteer organization. Janus has no affect on this.

Q: Now that we got the verdict on the Janus vs. AFSCME case, if an employee choose not to pay union dues and need legal representation in court regarding a landlord/tenant issue, will the union attorney represent that employee in court just like a real dues paying member?

A: Any benefits we provided before, we cannot stop those benefits. Health benefits, the benefits we provide through legal comes from the welfare fund and we get money from the City for it. A non union member will have that same opportunity. That's why we need people who will sit with our union and keep us strong. We are working on benefits that will be available only for due-paying members, such as some insurance benefits, scholarship programs, and other union-member only benefits.

Q: The decision to disassociate from the Working Families Party, although said to be for our benefit, came off very unilateral. And the recent victory by Alexandria Ocasio-Cortez who our union did not support, and now uses for public speaking engagements, shows that grassroots mobilization can work. So how can we as a local have proper input and autonomy on such political decisions?

A: The WFP was initiated with the help of CWA. The decision to not engage with them in this election was a

hard decision and it came from the top. We got a call from District 1 asking us on behalf of the Governor not to participate in the WFP convention. The Governor has done many things for CWA. He helped us with the Verizon strike; he signed legislation that says we don't have to represent members in disciplinary hearings; he signed legislation that when new members come in, the Agency has to let us know who they are and where they work. Politics is very complicated and involved. We have candidate screenings that give members an opportunity to talk to candidates and give recommendations on endorsements.

Q: What measures, if any, are being taking to ensure that the wide salary range of the Administrative Manager title is not exploited? Ex: Keeping most Administrative Managers at the low end of the spectrum while giving huge raises to those who have curried favor with management. Why is the starting salary so low for Administrative Managers? Many PAAs may be able to earn more than an AM with less responsibility, so what is the incentive to get promoted, especially when management can give you the responsibilities without significantly boosting your salary to match?

A: Our EEO case for Administrative Managers is about the starting salary that has been suppressed. As soon as minority women starting passing the Civil Service tests that Local 1180 insisted the City start giving when we gained the right to represent them, there were more white males in that position and that's why there's such a range of salaries. When minority women started passing the test, the City didn't change the starting minimum salary because there was no union to fight for the Administrative Managers and make sure their salary goes up like for the PAA. Based on our initial arbitration case, we got the salary increased from \$52,000 to \$64,000, which it is now. Once we are finished with the current EEO case, that minimum will start to come up.

In the EEO decision we make way for those at the lower level to have a stepping process to get a raise, but we have to settle the case.

Q: I have read the decision of Janus. Is Local 1180 and other affected unions in the State of New York preparing for any type of appeal of this case?

A: Supreme Court decisions are the law of the land. There is no appeal process. Labor is working with pro-labor politicians to create legislation that will protect labor, such as not have to represent a non-member in disciplinary proceedings.

Q: How can the union ensure that a new Shop Steward is placed at a particular work site when the prior Shop Steward was promoted to another union, left the location, or retired?

A: When you are missing a Shop Steward in your workplace, it's up to members to call the Union and let us know. It's then up to members to organize that workplace and find another Shop Steward. We don't appoint Shop Stewards, they are elected by the members at the worksite. You need to find the person who isn't afraid to stand up to management, who isn't afraid to speak up, and that's who you push to run for the position.

Q: When the union sits down to negotiate contracts, why can't we get raises of 7% or more?

A: Collective bargaining raises are based on what the City says it can afford. They have to allocate a certain amount out of their budget for collective bargaining raises, and there are about 300,000 City workers covered under the collective bargaining agreement. They allocate 1%, but that goes up based on negotiations.

Q: Why does it seem like it takes so long for the Union to get in touch with newly hired CWA 1180 members?

A: Prior to Janus, it was very difficult when new members came in to find out where they were, unless they came off a list. Once they went to that pool, it was hard to track them. Based on legislation that Governor Cuomo signed earlier this year, when new members come into the City, they have to notify the Local that represents that person's title. It was hard before, but we will find them now.

Q: Post Janus, if an employee chooses not to pay union dues and needs legal representation in court regarding a landlord/tenant issue, will the union attorney represent that employee in court just like a dues-paying member?

A: Yes for now. We are looking at ways to have member benefits vs. non-member benefits.



MURPHY INSTITUTE

IT STARTED ON THE BACK OF A BAR COASTER

THE TRANSITION TO CUNY SCHOOL OF LABOR AND URBAN STUDIES

The history of the Murphy Institute, now officially the CUNY School of Labor and Urban Studies, goes back a long way — a really long way — to the days when three labor leaders and two academics sat down for a brainstorming session.

Former Local 1180 President Arthur Cheliotas and CUNY School of Labor and Urban Studies (SLU) Dean Gregory Mantsios were both students at Queens College at the same time, and were friends. But as life would have it, their paths diverged after college and they lost touch for a while.

“One day we reconnected and found out we both ended up as labor leaders, me as President of Local 1180 and Greg as an elected officer with AFT Local 1796. We didn’t know the other one was involved in the labor movement,” Cheliotas said.

Cheliotas took the helm of Local 1180 in 1979. At that time, he brought in a new generation of union leaders that reflected the changing demographics of the membership. They replaced members who thought of themselves more as

“We discussed what we were looking for and gave him our ideas. He literally took the bar coaster that was holding his beer and on the back he started to scratch out an action plan with specific steps and how we would pursue and explore the possibility of establishing a program for labor studies at Queens College.”

Build it and they will come. And they did.

managers than as actual union members. Back then, there was not a tremendous amount of union consciousness. The younger cohort was active in their communities, in their houses of worship, in their children’s school activities. They saw how the auto, steel, and telephone workers were effective in improving the

standard of living for their members, and they wanted their union to do the same. These young leaders were active in the civil rights and anti-war movements, and engaged in politics seeking social and economic justice.

“The old guard used to be the Municipal Management Society and after they became a union, they still thought of themselves as a professional association more than a union,” Cheliotas said. “The new leadership team pledged to be much more proactive, engaging and mobilizing members to stand up for their rights. The new growing rank and file were front line supervisors, not office managers, and they were much more diverse and better educated. There were plenty of grievances and complaints about the way they were being treated, and the new leadership had to find a strategic way to deal with addressing these complaints.”

Never one to sit back and let an opportunity pass him by, it was this lack of members’ union knowledge that led Cheliotas to brainstorm about an academic program that would appeal to the members because the instruction would be centered on

public services they provided on the job, while simultaneously teaching about the labor movement. He reached out to his Queens College classmate Greg Mantsios, an academic with strong union experience, to further pursue the conversation about higher education for union members and get his input. The initial thought process was that if members could learn more about the labor movement, unions that represented them, and how society and the workplace were intertwined, then they would be able to advance economically and professionally.

Enter two other labor leaders, one from the private sector and one from the public sector, who also had similar interests in developing a program that would specifically address the needs of working adults.

“There were four of us who said ‘let’s see if we can develop a program within CUNY’. We reached out to faculty at Queens College because there had been a previous effort to get a labor program going on that campus. We knew there was some interest before and we were hopeful that some of the faculty would be receptive to our ideas,” Cheliotas said. “We called one of the professors who was involved with the first attempt and he was a little ambivalent based on his experience from the first go round. But, he said that if we were interested in trying to pursue it again, he would be supportive.”

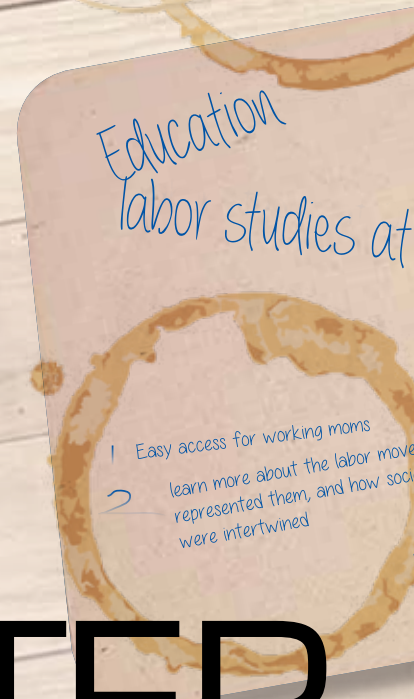
That professor, who completed the initial group of five, suggested they all meet after his classes at a bar across the street from Queens College. “We discussed what we were looking for and gave him our ideas. He literally took the bar coaster that was holding his beer and on the back he started to scratch out an action plan with specific steps and how we would pursue and explore the possibility of establishing a program for labor studies at Queens College,” Cheliotas said.

Build it and they will come. And they did.

What started in 1984 as a program for urban and labor studies with 52 students from three unions, one of which was CWA Local 1180, and was officially renamed in 2005 as the Joseph S. Murphy Institute for Worker Education and Labor Studies, has now turned into a full-fledged School of Labor and Urban Studies at CUNY.

Cheliotas recalls how the small program at Queens College was initially promoted with leaflets, brochures, and in-person visits to City worksites in Queens and the garment factories. “It took a lot of work to get our members interested in the program. Many were single mothers working fulltime, struggling to make ends meet. They couldn’t even begin to imagine going back to school in addition,” Cheliotas said.

The early Murphy Institute program was located at Queens College from 1984 until 2005. In 1995, after an agreement with UAW District 65, a satellite office was opened in Manhattan on 43rd Street. Ten years later, in 2005, the Manhattan location became the main office of the Murphy Institute, and Queens College became the satellite location. That same year, the Murphy Institute became part of the CUNY system and was affiliated with the School of Professional Studies. In





MARA HENRIQUEZ

HER ROAD TO MURPHY



Mara Henriquez (PAA III) knows what it's like to work your way up from the bottom. At 21 years of age, she came to the United States from Nicaragua to live with her father who was an American citizen, leaving her 10-month-old daughter in the care of her mother. With no job upon arrival, she began her search and ended up working at a printing company.

While she didn't mind the job, it was not how she envisioned the rest of her life. At some point, she also worked in a factory making custom jewelry and a department store but neither of those jobs came with health insurance.

"One of the biggest challenges I faced was that wherever I applied and interviewed, I got rejected because I didn't have any New York work experience," Mara said. "My only experience was in a different country and that didn't seem to carry weight."

In need of a job with benefits, Mara signed up with temp agencies in hopes of eventually landing a full-time job. That's when she got a call for an opening with the Home Energy Assistance Program (HEAP) within the NYC Department for the Aging. She stated there in 1993 as a temporary employee at a time when temps were hired for the season and then let go. Soon thereafter, in 1994, a full-time position opened and Mara was called because she was bilingual. "I didn't have to take a civil service test to qualify for the job. I was hired as a per diem clerical associate but there was no test available at that time. Eventually I did take the test and while I was officially still a clerical associate by title, I was transferred to the Information & Referral (I&R) unit and got promoted to a case worker," she said.

Eleven and a half years later, Mara got a functional transfer into the 311 Call Center in November 2006 and worked at some point as both a call taker and a Supervisor. But she knew that furthering her education would be to her benefit, so she began by taking several courses at different community colleges, hoping to eventually enter a nursing program and become an RN.

The problem was that life got in Mara's way. "Doing all this school while married with twins and working towards bringing her firstborn to the US became too difficult," she said, "I dropped out of school because it was just too much. I was still working full time and then I got divorced and became a single parent, which was even more challenging. I had tried to go back to school while I was at the Department for the Aging, but I couldn't find a program where I could go to school at night, so I just put all my education on the back burner. When I started at 311, it became impossible to go to school because that's a 24/7 work environment and my shift could be changed at any time. That wouldn't work with a set school schedule. I just couldn't work it all out, so I pushed my education back again," she said.

With all her job title switches also came the switching of her union membership between Local 1180 and DC37. "I've been on a rollercoaster. I decided I was going to let education go and focus on work. While back to being a Local 1180 member, I kept getting emails with information on the Public Administration Program with the Murphy Institute so I decided to try again."

She studied the information that came from Local 1180 about the Murphy Institute. At the same time, Mara's best friend Claudette McKoy-Ramos, who was an 1180 member before her recent promotion that took her out of the Union, enrolled in the program at the time, was encouraging her to enroll. "I figured I would give it a try. I went to the open house before the spring semester began and based on what I heard, I realized I didn't have to do Public Administration. It sounded boring," she laughed when recalling her reaction. I realized I could do Health Care Policy and Administration instead and started at Murphy in the spring of 2017."

Mara opted not to use any of her previous college credits, and started at Murphy from scratch. One class at a time, Mara is pursuing her undergraduate certificate in a field she is excited about moving her way up to ultimately obtaining at least a Bachelor's degree in Health Care Policy and Administration.

"I am able to utilize the Union's tuition assistance program that pays for 24 of my credits, and they reimburse me for a portion of my books. This helps a lot. If Local 1180 didn't cover the 24 credits, it would have taken me a lot longer to decide to go back to school. My children are older, but I still have a lot of bills to pay. I put my kids through college, and now it's time to focus on myself," Mara said.

"Last but not least, I hope my story serves as a source of inspiration for one or many mature ladies with the desire to return to school but think it may be next to impossible while working a full-time job and caring for family. Courage and perseverance combined with the financial assistance from 1180 surely helps me to attain this goal!" ■

2018, with approval from the City and State of New York, the School of Professional Studies evolved into the CUNY School of Labor and Urban Studies. This semester, the new School opened its doors for the first time with the new classification. In addition to Queens College, it also has a presence at Lehman College, Brooklyn College, and the College of Staten Island.

The effort to establish this School has been a six-year initiative, spearheaded by labor leaders on Murphy's Advisory Board, including tremendous endeavors from Local 1180 officers and staff. These efforts gained wide support from the Governor, who allocated \$1.5 million in supplemental funding, and the State Legislature, which allocated an equal amount thanks to the energy of NYS Assembly Speaker Carl Heastie and Senator Diane Savino. In New York City, Council Members I. Daneek Miller and Inez Baron led the initiative that resulted in the Council also setting aside an additional \$1 million.

The Murphy Institute will continue as a unit within the new School, focusing on workforce development programs and service to the labor movement and broader community. The Institute, amongst other areas, conducts civic participation workshops to prepare participants to run for public office.

The road from a single-campus program to a university-wide institute to a CUNY School of Labor and Urban Studies was not an easy one. "It took a lot of support and advocacy on the part of labor and community leaders to realize this vision," Cheliotas said.

SLU will offer undergraduate and graduate degree programs in Labor Studies and Urban Studies that are designed to meet the needs of working adults, as well as traditional-age college students who seek to learn more about the challenges confronting poor and working-class populations in the workplace and in the community. It will also collaborate with other units of CUNY to offer a range of college-credit programs designed to give workers the academic and technical skills they need for professional advancement.

To accomplish these goals, SLU will have four units or foundational pillars — Labor Studies, Urban Studies, Workforce Development, and Community Service — supporting a range of intellectual aspirations and practical needs, and serve as a gateway to college for many workers and working-class communities.

The School will have new resources, an elevated status, and the ability to set its own institutional policies and priorities attuned to its specific constituencies. This degree of independence will lead to a number of

Continued on next page

THE TRANSITION TO CUNY SCHOOL OF LABOR AND URBAN STUDIES

new initiatives and services. What does all this mean for Local 1180 members?

"This new School is designed to prepare the next generation of labor, community, and government leaders," Cheliotis said. "Our members can get the academic credentials they need to pursue their careers in an ever-changing work environment, and Local 1180 will continue to offer job-related programs that meet the professional and academic requirements of members seeking to advance their careers. At the same time, our members will gain a better understanding of the important role that organized labor plays in ensuring social and economic justice."

Through Local 1180's Education Fund, members can earn 24 undergraduate **and** 24 graduate credits, all of which will be paid for by the Union.

"Our goal has always been to give our members a path to earn the credentials they need to obtain higher-level jobs, which of course means an increase in salary," said current Local 1180 President Gloria Middleton.

Factor in Local 1180's EEO Case

The success of members in the degree and certificate programs played an important part in the Union's EEO case against the City where Local 1180 claims that women and people of color who had the same level of experience and education and performed the same kind of work as their white male counterparts were being paid significantly less.

In the early 1980s, the Koch Administration claimed Local 1180 members who were eligible to be promoted to administrative managers were not qualified to replace provisional appointees, who tended to be white males, because they lacked the academic credentials needed for the position. The Koch Administration then moved to protect their provisional appointments by reclassifying their jobs to other civil service titles with required academic credentials. Local 1180 vigorously objected to any actions that would cut off opportunities for tested and qualified Local 1180 members. The Union threatened court action — and followed through.

Local 1180 went to court demanding civil service law be enforced — and won. This resulted in the largest group of women and people of color being promoted to managerial positions. The Union learned a valuable lesson; barriers had to be removed that prevented members from moving up the career ladder due to a lack of necessary academic credentials.

Working with what was then the Murphy Institute, Local 1180 agreed to fund 24 credits for an undergraduate degree for courses that would prepare members for promotion and success. A few years later, when members approached the Union and asked for

financial assistance to pursue graduate degrees, Local 1180 agreed to fund 24 graduate credits as well.

Since the inception of the Murphy Institute, Middleton said that well more than 1,000 Local 1180 members have gone through the program, either earning a Bachelor's or Master's degree, or a certificate in public administration or health care administration. "This is a Union benefit we constantly promote since it is the best path for our members to advance in their careers," Middleton said.

The School opened its doors this semester with a cohort of 400 students in its core academic programs (Labor Studies and Urban Studies) and more than 800 students in its workforce development programs. Of the total student enrollment, 70% are women and 74% are students of color. The majority are working adults who receive tuition support from their unions or employers.

Degrees and certificates offered by SLU will be advantageous to graduates of the School who want potential employers to know they received an education from a school that is socially conscious and focuses on labor and community issues, public service, and social advocacy.

Degrees Awarded by SLU

As a CUNY School, SLU will offer undergraduate and graduate degrees in Labor Studies and Urban Studies, and certificate programs in Labor Relations, Public Administration and Policy, Health Care Administration and Policy, and Community Leadership.

Expanding Workforce Development Initiatives

Through its re-constituted Murphy Institute, SLU will assist unions, employers, and joint labor-management programs in developing career pathways for workers through credit and degree programs offered at various CUNY campuses. It will expand and initiate new programs for government workers, school paraprofessionals, hospital workers, transit workers, and others. New funding will allow SLU to expand evening-hour support services, thereby making it easier for adult students.

"We are dedicated to providing students with the tools they need to advance their careers in both city and state government. We want students to become union activists and then union officers and train them through a mix of both theoretical and practical knowledge," Cheliotis said. "SLU is a one-of-a-kind institution that will definitely provide union members who take advantage of the offerings the best academic training anywhere in urban and labor studies. We've come a long way from the notes on the back of that bar coaster" ■

REMEMBER TO VOTE

ELECTION DAY TUESDAY, NOVEMBER 6 POLLS OPEN 6:00 a.m. – 9:00 p.m.

To Find Your Polling Place: voterlookup.elections.ny.gov

Local 1180 has endorsed **Andrew Cuomo for Governor, Kathy Hochul for Lt. Governor, Letitia "Tish" James for Attorney General.**

Please consider voting for these candidates when you head to the polls.



GLORIA MIDDLETON

President

45 Reasons We Need to Vote in the Midterm Elections

Having recently finished New York's primary election in September, we now have another election right around the corner. Midterm elections are in November, and they are our chance to help continue to change the face of government.

However, midterm elections draw some of the lowest voter turnout, and it has been this way since the 1840s. In fact, it was reported that the 2014 midterm election turnout was the lowest in 70 years.

If Americans aren't enthusiastic enough about voting in a presidential election, they certainly do not feel an obligation to vote in midterm elections. I often wonder why our country's voter turnout is so low, and then I remember that there is an overall sense of political disgust that keeps voters away from the polls. Polarized politics. If there isn't anything or anyone exciting to vote for, then Americans would prefer to stay at home. We all have ultra-busy lives, and sometimes squeezing in something like heading to the polls just doesn't make the cut.

However, there are 45 reasons (#45, President Trump) why we should all be fed up with politics at the national level and make it a priority to head to the polls in November.

my head. His actions across the board have managed to dismantle the solid foundation of international cooperation that helped legitimize our democracy.

Our country's president calls media reports "fake news" every chance he gets. He seems to believe that the strength of our country is based on race. The white race. He directly attacks the core essence of American democracy and mirrors the tactics of despots throughout history. He has attacked the FBI, federal judges for blocking his executive orders, and the checks and balances of the U.S. Constitution, calling them archaic.

His not-so-subtle alliance with white supremacist groups has emboldened the radical right. His first year in office was marked by an increase in white supremacist groups, as well as a backlash in the growth of Black Nationalist groups, according to a report by an organization that closely tracks what it defines as hate groups.

Just days into 2018, America's president called black and brown countries "shitholes," and it's clear that he's not changing his tune. Music to the ears of white supremacists.

His term in office has been marked by an increase in divisiveness and bigotry. His policies have hurt women and the working middle class. His Supreme Court appointments have hurt our country, and his latest nominee wants to set women back more than 45 years to the time when abortions were illegal. The Court's rulings this term confirmed that it is no longer acting as a wise and impartial umpire of the disputes that arise in our country, as can be seen in the *Janus v. AFSCME* decision. This case, as we all know, was just an attempt by high-powered, right-wing corporate groups to dismantle unions. Instead, SCOTUS has become another way for #45's administration to advance an extremely right-wing agenda, one that is detrimental to labor.

Voting rights and immigrants' rights are also both in jeopardy under this administration. And while #45 has not been able to totally destroy the Affordable Care Act, his administration has found multiple ways to weaken it with increasing premiums and higher hospital costs.

Corporate America has received billions of dollars in tax cuts from this administration, tax cuts that were supposed to work their way down to American workers and create a massive advantage for our country's working class, if not through direct tax reductions or refunds, then through the trickle-down effect of bonuses and wage increases from

employers who received these massive corporate cuts. Guess what? It hasn't worked.

Newsweek reported earlier this year that an analysis by Americans for Tax Fairness, a political advocacy group devoted to tax reform, of all Fortune 500 companies found only 4.3 percent of workers will receive a one-time bonus or wage increase tied to the business tax cuts, while businesses received nine times more in cuts than what they passed on to their workers.

If we as concerned Americans do not do something to change the current balance of power, we have no one to blame but ourselves.

Labor unions are the last organized body that can make a difference for working people. That's why we get involved in politics and stand behind those who have pledged their support to labor and are willing to stand behind their words. We need to make our elected officials accountable for their actions. All we as a union ask is that you head to the polls and vote this November. But, before you do, please read up on the candidates and what they stand for. That way, you are making an educated decision.

We cannot give up the fight. As a labor movement, we have been at these crossroads before. We have fought the tough battles that needed fighting and we won. We will not be discouraged now. We will not give up. We will go to the ballot box and use the most powerful tool we have. The power of the vote.

Thanks to the 95 percent of our members who have signed membership cards and continue to pay their dues, we will continue to have the power we need to succeed. Despite the naysayers and #45's determination to see us go under, we as a labor movement are stronger than ever.

P.S. — After Primary Day, I received a personal call from Tish James extending her thanks to our union for supporting her and a special thank you to all our members who volunteered their time to work on her campaign for NYS Attorney General. ■

Labor unions are the last organized body that can make a difference for working people. That's why we get involved in politics and stand behind those who have pledged their support to labor and are willing to stand behind their words.

With #45 at the helm, we have seen a tremendous dismantling of our government. His administration has been marked by a series of exits by high-ranking officials. Appointments expected to last for years have only made it a matter of days, ending in chaotic departures. One analysis about the rate of departures found that Trump's staff turnover is higher than the five previous presidents combined. Not an accomplishment that leads to bragging rights. This report listed 51 Trump administration employees who have either resigned or were fired, with 23 of those being top-level casualties.

In addition, we have seen, and continue to see, a dismantling of democracy thanks to this administration, and it's scary. His strange foreign policies with our enemies and disrespect for our allies leave me shaking

1180 ON THE PRIMARY DAY VOLUNTEER LINES

Thousands of union members across the City turned out in support of pro-worker candidates in the September 13th primary elections — phone banking, door knocking, leafletting, and organizing volunteers in every borough. Members participated not only in local elections in their own neighborhoods, but also in the campaigns for Governor, Lieutenant Governor, and Attorney General. “Now it’s time to make sure that our endorsed candidates win in November as we all continue to work to improve the lives of working people in New York City,” said Second Vice President Gerald Brown.



Local 1180 members came together to stand behind Letitia “Tish” James in her campaign for New York State Attorney General. Members volunteered their time to make phone calls, attend rallies, leaflet, and help encourage other New Yorkers to cast their vote for the candidate who earned Local 1180’s support. Having won the four-way primary race, James could be the first African American female to hold statewide office. At the September General Membership Meeting, Second Vice President Gerald Brown challenged the membership to do all they could to help James win the Primary. He advised that she must be strong in NYC — our home turf — to win the election. ■



Shop Steward Jose Charles spent Primary Day passing out leaflets at a poll site to help elect John Liu, when all of the sudden, who shows up? Senatorial candidate John Liu, 11th Senate District Queens, himself. “On Thursday night, we achieved a great victory. We couldn’t have won this race without your support. Thank you for your vote, and thank you to everyone who volunteered for this campaign. Your tireless work made this victory possible,” Liu wrote in a letter upon his success. After winning the Primary, Liu called Second Vice President Gerald Brown to thank him for all of 1180’s help. ■

Helen S. Jarrett, Local 1180 Mobilization Coordinator and Executive Board Member, Retiree Helen Porter, and Sam Montgomery, Local 1180’s semester intern, joined the ranks of union members and staff pounding the pavement to help elect union-friendly candidates. Porter was heavily involved in phone banking; Jarrett phone banked and had boots on the ground in the Ingersol and Whitman Houses, a NYCHA housing complex in Fort Green, Brooklyn; Montgomery garnered plenty of leafletting experience as he hit up a pool site talking up the candidates of choice. ■



President Gloria Middleton with Congressional Candidate Alexandria Ocasio-Cortez, who won the Democratic primary in New York’s 14th congressional district covering parts of the Bronx and Queens, defeating incumbent Congressman Democratic Caucus Chair Joe Crowley, in what has been described as the biggest upset victory in the 2018 midterm-election season. ■

New York State Assemblywoman Latrice M. Walker gets the support of Local 1180. Pictured from left: Local 1180 Earlene Powell (DOT), President Gloria Middleton, NYC Councilwoman Alicka Sampry-Samuel (District 41), Member-At-Large Hilary Bloomfield, Assemblywoman Walker, and President-Emeritus Arthur Cheliotas. ■



Shop Stewards Phillip Tavada and Sylvia Williams joined forces on Primary Day to work on Senator-Elect John Liu’s campaign in Queens. ■



GERALD BROWN

Second Vice President

The Road to Higher Education is Paved with Assistance

The Education Fund of CWA Local 1180 is devoted to providing various education programs to CWA Local 1180 members. For your information, please review the below list of programs:

CUNY Murphy Institute has transitioned to the **CUNY School of Labor and Urban Studies (SLU)** effective the Fall 2018 semester.

Local 1180 sponsors qualified students up to 24 undergraduate and 24 graduate credits at SLU, and includes most registration fees, but not application fees.

In order to qualify, students must participate in a community service project for each semester they receive credits paid for by Local 1180. The project involves eight hours of participation each semester — two hours per month for four months.

With our changing membership, members are requesting to take courses in the comfort of their homes at times conducive to their schedules. We are currently researching the request.

CUNY School of Labor and Urban Studies courses are offered at two locations: 25 W. 43rd Street, 19th Floor, in Manhattan and at Queens College, 65-30 Kissena Blvd., Kissena Hall, Room 217, in Flushing. For information about the Manhattan location, call 212.827.0200; for Queens College location call 718.997.3060.

The Queens College Campus offers both weekend and online courses. It should also be noted that SLU offers excellent academic advisement for those returning to college after several years. The advisement also assists with the transfer of credits from other institutions.

This serves as an excellent program for individuals re-entering the academic world.

College Tuition Reimbursement Program
Local 1180 reimburses tuition and registration costs up to \$200 per semester for up to three semesters per calendar year. Students must be enrolled in an accredited college or university, and complete the course with a passing grade in order to qualify. Also, the student must be a Local 1180 member in good standing for the entire semester in which applying for reimbursement.

College Book Reimbursement

Local 1180 will reimburse up to \$25 for books for qualifying students. The book reimbursement is for up to three semesters per calendar year.

New York City (DCAS) Course Reimbursement

Local 1180 will reimburse qualified students up to \$100 per calendar year for courses taken with the New York City (DCAS) program. The courses are tailored for the City of New York workforce and most courses are offered at the DCAS Training Center in lower Manhattan. DCAS publishes three course catalogs each year. For additional information, please visit their website at www.nyc.gov/ctc

This serves as a valuable education tool for interested individuals.

Adult Education Courses and Seminars

Local 1180 will reimburse qualified students up to \$100 per calendar year for most adult education job-related courses and seminars. This includes courses taken in schools of continuing education in colleges and universities throughout the city. In addition, this benefit includes courses and seminars offered at private institutions, such as Fred Pryor seminars. Courses and seminars in this grouping are geared for the busy professional, and in some cases are offered in a one-day setting. Also, students will receive excellent take-home material and access to professional literature on the subject matter. If interested in these offerings, please visit the appropriate website e.g. the college or university school of continuing education of your choice or the website for Fred Pryor at www.pryor.com. If you are unhappy with a seminar you take at Fred Pryor, you will receive a credit to take another one of your choice.

Career Development Conferences

Local 1180 will reimburse qualified students up to \$100 per calendar year for job-related career development conferences.

Please note the combined total reimbursement per calendar year for New York City (DCAS) courses, Adult Education Courses, and Career Development Conferences cannot exceed \$100.

Workplace Literacy Courses

Local 1180 provides Workplace Literacy Courses at Local 1180 (6 Harrison Street, NYC). The courses are held week nights and on Saturdays. Course offerings are primarily courses that will enhance your career development. For updated course offerings, please visit the CWA website at

www.cwa1180.org and visit the Training page. Courses require a refundable deposit that will be refunded with satisfactory attendance.

Workplace Literacy Seminars

Local 1180 offers Workplace Literacy seminars/workshops at the Union, 6 Harrison Street, NYC. The seminars/workshops offered are Pre-Retirement, which is offered during a two-day period, and Home Ownership, a one-day seminar/workshop.

The Home Ownership Seminar/Workshop covers ownership of a single- or multiple-dwelling house, condominium, and coop apartments, as well as mortgage refinancing. The Home Ownership program is an excellent vehicle for individuals who have always thought about ownership, but for some reason never took the plunge.

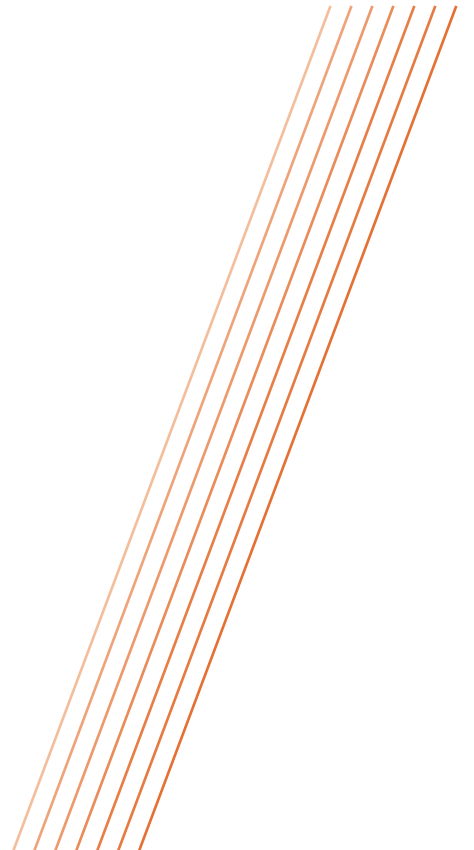
Exam Prep Courses

Exam Prep courses are offered at Local 1180 in conjunction with exams that are held by DCAS for Local 1180 titles.

For more information concerning the Workplace Literacy Program and Exam Prep Program at Local 1180, call 212.331.4985 to schedule an appointment. The Workplace Literacy Program is located at 6 Harrison Street on the 3rd Floor.

Online Courses

An increasing number of members have requested online courses in various subjects. With our changing membership, members are requesting to take courses in the comfort of their homes at times conducive to their schedules. We are currently researching the request. ■



MEMBERS IN ACTION

Proud to be Puerto Rican

The 61st National Puerto Rican Day Parade marched up Fifth Avenue from 44th Street to 79th Street on Sunday, June 10, 2018, and Local 1180 members were there. Thousands lined the street to join the festivities.

"The Puerto Rican Day Parade allows us to celebrate the best of who we are as a community and show our pride in being Puerto Rican and American," said Local 1180 Staff Representative Venus Colon-Williams. This 2018 National Puerto Rican Day Parade was led by the award-winning actor Esai Morales who was Grand Marshal. Born in Brooklyn, Morales' screen credits include roles in films like "La Bamba" and "My Family/Mi Familia", as well as television series like "Chicago PD," "Criminal Minds: Beyond Borders" and "Ozark." ■



Supplies for Kids

Staff Representative Venus Colon-Williams and the Hispanic Committee once again collected school supplies and back packs for kids in need. This yearly collection is a way to help students ease back into a school year without worrying about having new and appropriate school supplies. As a union, Local 1180 is always looking for ways to give back to the communities where members live. "We try to choose different locations throughout the five boroughs where we know lower-income families live and could use what we collect," Colon-Williams said. This year's donations were donated to Assemblywoman Latrice Walker (Brownsville), who donated to needy children in her district, and Books & Rattles. More than 40 backpacks and 355 school supplies were donated. ■

Leadership Program Graduates



Earlier this summer, Local 1180 Shop Stewards and activists graduated from a 10-week Labor Leadership Development program geared toward enhancing their leadership capabilities and walking them through the life of a Staff Rep. On June 14, they received their certificates. Pictured: Veronica Windley, Carmen Carter, Verna Finley, Lilieth Ferguson, Joyce Cruishank, Earlene Powell, Vera Jordan, Norma Lynch, Regina Kelly, Gerard Grange, Romano Jones, Fritz Arthur Brown, Monise Etienne, and Anthony Lewis. ■



Conversation in the Bronx

CWA locals, including Local 1180, attended a Community Conversation in the Bronx on August 7, 2018, with Congressional candidate Alexandria Ocasio-Cortez and Ady Barkan from Local Progress. Members Sabrina Graves and Carolyn Chamorro joined other members from District 1 at the listening tour for Ocasio-Cortez to hear about the issues important to unions and what we are organizing around. In addition to CWA, there were members from the Teamsters, the postal workers, and the carwash workers. "1180's Sabrina Graves stole the show. She did an outstanding job discussing the importance of the union, and why we have to stick with it. She also described our success in reaching the 95% membership mark, and all of our efforts to organize our members around important issues," said Local 1180 Legislative Coordinator John O'Malley. "Her presentation was energetic and interactive. She did a really fantastic job representing 1180." Graves and Chamorro, both leaders from the Bronx Borough Community Coordinating Committee, invited the future Congresswoman to attend an upcoming Bronx BCCC meeting. After the program, 1180 presented both Ocasio-Cortez and Ady with newly designed Local 1180 t-shirts. ■

Disability Pride Parade



CWA Local 1180's Committee on People with Disabilities joined 6,000 people from 150 disabled peoples' and disability rights' organizations on July 15, 2018, to march, ride, roll, and scoot down Broadway in New York City's fourth annual Disability Pride Parade. Local 1180 has participated in all four parades and is the only union on the Disability Pride NYC Parade Committee Executive Board. Pictured from left, front row: Stephanie Lindo-Avera, Dana Holland, Sarah Wong, Edward M. Yood. Back row: Alan Goldblatt, Michael Pricoli, and Juliette Richards. ■



African-American Day Parade



The 49th African American Day Parade on September 16, which centered around the theme of "Culture is Key," made its way along Adam Clayton Powell Jr. Blvd. in Harlem as thousands of spectators lined the streets. Individuals and organizations that have made key contributions to furthering the dignity, determination, and excellence of African American Community & Culture in the fields of dance, theater, music, movies and film, television, broadcasting, literature, fashion, technology, and sports were honored. Even former New York City Mayor David Dinkins attended, and stopped to take a photo with Local 1180 First Vice President Gina Strickland. Felicia Temple, singer, songwriter and producer, commenced the parade by singing the National Negro Anthem at the 125th Street Viewing Stand. Pictured bottom row far left: Member-At-Large Debra Paylor with Actor Ty Jones from the tv series "Power." ■



MEMBERS IN ACTION

COPE Convention



Thank you to everyone who attended this year's NYS AFL-CIO COPE convention in New York City. CWA had almost 70 delegates in attendance, the most ever. Those who attended saw how important it is to try to use the strength of our full 92-delegate allotment. It was an exciting and educational day for all. We were very lucky to have the best seats in the hall of more than 1,000 delegates and that is thanks to our brothers and sisters from Locals 1133 and 1168 for getting in the room early to reserve our CWA section. ■

1180 Wins CWA Strong Award



Local 1180 won the CWA STRONG Award from the National CWA for our work turning agency-fee payers into members. This was a concerted effort by everyone at the Local. We each play a part in getting this important work done. Special recognition was given to Helen Jarrett, Deborah Valentin and Leslie Fine for their work in taking an idea and putting it into an action plan with the Membership Brigade. The plaque reads: "CWA STRONG is a challenge to all of us, to create a shared understanding of the forces that seek to derail the gains we've made. In recognition of your outstanding work on the CWA Strong Program, this award is presented to CWA Local 1180." ■

Human Rights Conference

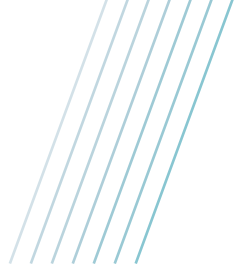
The CWA 2018 Human Rights conference, in collaboration with the National Women's and Civil Rights and Equity Committee, organized a phenomenal conference with the theme "Fearless, Fighting Forward We Won't be Silenced".

The conference provided attendees with a plethora of dynamic panelists, including Local 1180 President Gloria Middleton, and speakers CWA National President Christopher Shelton, and an array of other distinguished speakers.

The conference evoked an enormous amount of energetic dialogue with attendees, and offered enthusiastic workshops. Executive Board Member Hazel Worley introduced President Middleton, who received the Mary Mays-Carroll Award. This award was presented for her years of work on the committee. The Mary Mays-Carroll Award is given annually to members and locals who make outstanding contributions to civil rights and minority practices, and President Middleton certainly fits these requirements. She was on the Executive Board of the Human Rights Committee until resigning this year when she was elected to lead Local 1180. She also chaired the Local's Civil Rights and Equity Committee for many years, educating members about their rights on the job and in the communities in which they reside. ■



Festival of Cultures



The Local 1180 Civil Rights and Equity/Community Service Committee's 2018 Festival of Cultures celebrated, embraced, and recognized the diversity in our union. Staff members Renee Moore and Candice Pierre had the crowd in total amazement and on their feet with their dulcet voices. This year's fashion show exhibited great excitement when our members, retirees, and staff kids enlightened the crowd with their fashion. Guests also had the opportunity to satisfy their pallet with a sampling of food from different ethnicities. The highlight of the day was the Committee paying homage to two noticeable women of the Local. President Gloria Middleton was recognized with a beautiful bouquet of flowers by current Chair and Executive Board member Hazel O. Worley who expressed an overwhelming appreciation for all Middleton has done to advance the union and by making history by becoming the first African American woman to lead Local 1180. She was the force behind starting the committee and the Festival of Cultures. The other honoree was Otissa Dillard, PAA at Protective Services for Adults, who was presented with the Woman of the Year award. Despite having to accept a life-altering experience, she devoted her time and became an 1180 activist as a coping mechanism. Dillard joined and supports many of the Local's committees and can always be seen at rallies and parades. Pictured from left are First Vice President Gina Strickland, President Gloria Middleton, Member Otissa Dillard, and Secretary-Treasurer Robin Blair-Batte. ■

Labor Power 50

President Gloria Middleton was honored on September 6 at a Labor Reception at Battery Gardens as one of this year's Labor Power 50. City & State's must-read list of the most powerful people in New York City has been a long standing institution in New York. For the first time this year, City & State celebrated the labor community, debuting its Labor Power 50 list. City & State and the New York City Central Labor Council co-presented the 2018 Labor Power 50 Reception. "It was an honor to recognized and included in this prestigious group," Middleton said. "However, we know it takes a team to be successful and thanks to the hundreds of labor leaders in New York City, the labor movement remains strong and solid." ■



Labor Day Parade



On Saturday, September 8, dozens of Local 1180 members joined with thousands of other New York City labor unions to march in this year's annual Labor Day Parade, run by the New York City Central Labor Council in celebration of working men and women who contribute to the City. The theme of this year's parade, which started at 44th Street & Fifth Avenue, was "New York City is a Union Town.". Grand Marshal was Michael Mulgrew, UFT President. Monsignor Kevin Sullivan held the traditional Labor Mass preceding the parade at St. Patrick's Cathedral on Fifth Ave. at 8:30 a.m. ■



Workplace Literacy

Courses

The Workplace Literacy Program schedule allows you to customize your choices based on your interests and availability. You may take as many classes as you would like or as few as your time permits. In either case, you are welcome to participate at whatever level is right for you. Each course is designed to provide participants with the opportunity to access their current skill level and identify areas they would like to improve.

Communication Skills

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

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

Editing, Revising, Proofreading

Dates: Wednesdays, May 1, 8, 15, 22, 29, June 5, 12, 19, 2019
Time: 6:00 p.m. - 8:00 p.m.

This interactive program focuses on exercises designed to enhance revising, editing, and proofreading skills. Participants will have opportunities to sharpen their writing, organization, sentence structure, grammar, word usage, and punctuation and receive individual, confidential feedback. (Course not intended as remedial writing course.)

Report Writing for Managers and Professionals

Dates: Tuesdays, March 5, 12, 19, 26, April 2, 9, 16, 23, 30, 2019
Time: 6:00 p.m. - 8:00 p.m.

This workshop focuses on exercises designed to review the standard elements of reports. Participants will have the opportunity to practice on their own and sample reports to ensure that they are composing complete, well organized, and well-formatted documents. (Course is not intended as a remedial writing course.)

Writing Tips for Managers and Supervisors

Dates: Thursdays, April 2, 9, 16, 23, 30, June 6, 13, 2019
Time: 6:00 p.m. - 8:00 p.m.

This course focuses on fundamental writing concepts necessary for moving letters and memos from a draft to a finished document. Participants will acquire a system for organizing and composing clear, concise, correct, and complete letters and memos. (Course is not intended as a remedial writing course.)

Management and Supervision

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

Fundamentals of Supervision

Date: Wednesdays, May 1, 8, 15, 22, 29, June 5, 12, 19, 2019
Time: 6:00 p.m. - 8:00 p.m.

This workshop offers participants an introduction to the issues, challenges, and typical situations related to supervising "frontline" employees. Participants will learn basic skills and be introduced to the key techniques that they will need to function effectively in their supervisory role. Emphasis will be placed on the supervisor as part of a management team committed to developing excellence in government.

Giving Effective On-going Feedback

Date: Wednesdays, March 6, 13, 20, 27, April 4, 11, 2019
Time: 6:00 p.m. - 8:00 p.m.

This course will focus on teaching managers to use effective feedback as a tool for employee performance, improvement, and development. Emphasis will be placed on developing strategies to maximize the benefits of the feedback process.

Managerial Leadership

Date: Wednesdays, Jan. 9, 16, 23, 30, Feb. 6, 13, 20, 27, 2019
Time: 6:00 p.m. - 8:00 p.m.

This course will assist managers in developing their leadership styles to combine with their managerial responsibilities. It will focus on ways to use leadership skills as strategic tools to realize the agency's goals, by building a culture that promotes trust and high performance.

Reporting to Upper Management

Date: Wednesdays, May 7, 14, 21, 22, 28
June 4, 11, 18, 25, 2019
Time: 6:00 p.m. - 8:00 p.m.

Managers know the stress of leading from the middle - being influenced by and accountable to those they report to while managing their own staff for harmony and productivity. Learn how to balance relationships and build alliances up and down the organizational hierarchy. In this highly interactive workshop participants will experiment with and discuss tools and techniques for influencing their manager in collaborative ways while engaging their staff even when they are reactive or resistant.

NOTE FOR ALL CLASSES

Enroll by December 1, 2018

Confirmation with \$40 Refundable Deposit date is 30 days before the first class meeting

Courses

Workplace Effectiveness

Creative Problem Solving Skills

Date: Thursdays, March 7, 14, 21, 28, April 5, 12, 2019

Time: 6:00 p.m. - 8:00 p.m.

This workshop offers new approaches and methodologies for solving difficult problems one might face on a day-to-day basis. It will assist in rethinking the problem solving process and explore innovative approaches that increase the number of solutions that can be generated.

Effective Disciplinary Action

Date: Thursdays, Jan. 10, 17, 24, 31, Feb. 7, 14, 21, 28, 2019

Time: 6:00 p.m. - 8:00 p.m.

This workshop offers participants new approaches and methodologies for solving difficult problems they face on a day-to-day basis. It will assist participants in rethinking the problem-solving process and explore innovative approaches that increase the number of solutions that can be generated.

Seminars & Workshops

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

Home Ownership

Date: Saturday, May 4, 2019

Time: 10:00 a.m. - 2:00 p.m.

Enroll by December 1, 2018

Pre-Retirement Planning

Date: Saturdays, March 2, 9, 2019

Time: 10:00 a.m. - 2:00 p.m.

Enroll by December 1, 2018

Workplace Computer Skills

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

Microsoft Excel 2016

Dates: Saturdays, March 30, April 6, 27, May 4, 11, 2019

Time: 10:00 a.m. - 2:00 p.m.

Microsoft Excel is a spreadsheet application that enables users to manipulate, store and graph data, and is designed with a beginner to **ADVANCED** approach. Excel is capable of storing huge amounts of data, enabling users to analyze large amounts of data and examine vast information quickly. Excel can perform many everyday business functions to improve productivity and streamline processes.

Microsoft Access 2016

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

Time: 10:00 a.m. - 2:00 p.m.

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

Time: 10:00 a.m. - 2:00 p.m.

Microsoft Access is a Relational Database Management System (RDBMS). Access is the most widely used desktop database system. Microsoft Access can also import or link directly to data stored in other applications and databases. This course is designed with a beginner to an intermediate approach.

To enroll, log in to the Local 1180 website at www.cwa1180.org using your MMP (Member Management Portal) or send an email to training@cwa1180.org and include your name, member ID, course, and date

For more details, visit www.cwa1180.org and click on the TRAINING tab

NEW RULE Regarding REFUNDABLE DEPOSIT

The Receive by Date for the Refundable Deposits has also changed. The refundable deposit must be received, from a minimum of 15 enrollees, 30 days before the first class meeting, for a course to be conducted.

NEW RULE Regarding ENROLLMENT

The Enroll by Date has changed. Enrollment for courses offered during the Spring (January to June) closes in December, and courses offered during the Fall (September to December) close in May.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

April 11, 2018

Meeting called to order at 6:10 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 March 26, 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 28 — Met with former NYC Council Member Robert Jackson who is running for NYS Senate and is seeking CWA Local 1180's endorsement. That afternoon, met with staff to review and finalize the PowerPoint presentation for the upcoming General Membership meeting.

March 29 — Chaired the CWA Local 1180 General Membership meeting.

April 3 — Attended the EEO Hearing before the Honorable Stewart D. Aaron, U.S.M.J. In attendance were CWA Local 1180 Attorney Yetta Kurland, Esq., Actuary Allen Brawer, First Vice President Gina Strickland, Secretary Treasurer Robin Blaire-Batte, Senior Counsel Donna A. Canfield and Assistant Commissioner Daniel Pollok from the Mayor's Office of Labor Relations in order to come to a settlement agreement. The hearing ended at an impasse and both sides are scheduled to return to court on April 20, 2018.

April 4 — Met with Michael Nairen, Chicago Equity Partners, regarding possible future investments.

April 5 — Met with Commissioner Reardon of the New York State Department of Labor regarding the Governor's agenda on Equal Pay for Women.

April 7 and April 9 — Held conference calls with Attorney Yetta Kurland, Esq., President Emeritus Arthur Cheliotis, and Actuary Allen Brawer.

April 10 — Was a guest speaker at the 2018 Equal Pay Day Rally on the steps of City Hall. CWA Local 1180 members showed up in solidarity.

April 11 — Attended City Council ceremony honoring President Emeritus Arthur Cheliotis. Later that day, met with former Council Member Elizabeth Crowley and Moira McDermott to discuss continued efforts to Elect 21 Women in 2021 in the New York City Council and achieve gender balance. This initiative was launched in 2017 in conjunction with former Speaker Melissa Mark-Viverito. Currently, there are nine City Council women out of the 51 Council members holding seats. In 2021, 36 Council members will be term limited out of office. This dramatic change gives us four years to recruit, train, and prepare women to transform the City legislature. The goal is not just to get more women than ever to run for the Council, but to recruit and train the highest quality slate of women candidates to run and win. That evening she chaired the monthly Executive Board meeting.

President Middleton distributed and discussed the status report dated April 1, 2018, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she presented the April 11, 2018, monthly 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 Gina Strickland reported the following:

March 27 — Chaired weekly staff meeting.

March 28 — Worked with IT Administrator Nareh Mohabir in developing a portal that will capture Staff Representatives' work activity and generate a monthly report.

March 29 — Attended the Janus and Beyond workshop at Cornell. CWA Local 1180 is far ahead of many unions with contacting agency fee payers and getting them to sign cards.

April 2 — Held a monthly conference call with CWA District 1's Amy Young regarding upcoming arbitration cases. Later that day, met with Staff Representative Olivia Lyde and some DDC members to discuss worker's issues.

April 4 — Attended H+H Labor Relations meeting at 55 Water Street regarding member reassignments to other facilities. Several Coordinating Managers, Attorneys, and Assistant Coordinating Managers will be reassigned to different facilities and will be given different duties in line with their titles.

Hope Porly, who is handling the overtime lawsuit for our members, reported the case filed for DHS members received a favorable decision. Members will be compensated for pre-shift work, unpaid meal allowances beyond their time, straight time as well as overdue compensatory time. There will be another trial for the remaining nine members.

First Vice President Gina Strickland announced that Teesha Foreman is the new Staff Representative for CWA Local 1180. Teesha was a Shop Steward with NYC Housing Authority.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of March 2018:

Activity	March
Agency walk-throughs	1
Command Disciplines (CD)	3
Counseling/warning sessions	2
EEO Investigation/Interview	1
G.O. 15 — NYPD	1
Hearing Preparations	3
Hearings	9
Investigative Hearings	1
Labor Management Meeting	4
Off-Site Member Meetings	1
Supervisory Conference	1
Site Member Meetings	11
Appointments	5
E-mails	317
Telephone calls received	203

Site Meetings for March 2018

H+H Elmhurst Hospital
79-01 Broadway, Queens

H+H North Central Bronx
3424 Kossuth Avenue, Bronx

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

Dept. of Health & Mental Hygiene (DOHMH)
195 Montague Street, Brooklyn

Dept. of Health & Mental Hygiene (DOHMH)
125 Worth Street, Manhattan

NYC Design & Construction
30-30 Thomson Avenue, Queens

Dept. of Citywide Administrative Services (DCAS)
1 Centre Street, Manhattan

H+H Gouverneur Hospital
227 Madison Street, Manhattan

NYC Department of Finance
234 E. 149th Street, Bronx

NYC Department of Finance
28-11 Queens Blvd., Queens

NYC Department of Education (DOE)
1 Fordham Plaza, 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:

The Executive Board made endorsements for the June 26, 2018, New York State Congressional primary election. Endorsements were duly made, seconded, and carried as follows:

District	Borough	Candidate Endorsed
5	Qns	No endorsement
6	Qns	Grace Meng
7	Qns, Man, Blyn	Nydia Velasquez
8	Qns, Blyn	Hakeem Jeffries
9	Blyn	Yvette Clarke
10	Blyn, Man	Jerrold Nadler
11	Blyn, SI	Daniel Donovan
12	Blyn, Man, Qns	Carolyn Maloney
13	Bx, Man	Adriano Espaillat
14	Bx, Qns	Joseph Crowley
15	Bx	Jose Serrano, Sr.
16	Bx	Elliot Engle

Second Vice President Brown also advised of our three endorsements for the April 24, 2018, Special Election for the New York State Legislature. The three endorsements are:

District	Location	Candidate
32 Senate	Bx	Luis Sepulveda
37 Senate	Westchester	Shelley Mayer
74 Assembly	Manhattan	Harvey Epstein

The Executive Board entertained a motion for an endorsement for Gustavo Rivera in the September 13, 2018, New York State Primary Election. The motion was duly made, seconded, and carried.

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, Income, and Expenditures Report for February 2018. She advised that the T.D. checking account has a balance of \$1,162,304.17 as of C.O.B April 11, 2018.

Secretary-Treasurer Blair-Batte reported 82 new members in March 2018.

She announced that the CWA Human Rights Conference will be held from August 12-15, 2018. She also announced CWA District 1 Conference will be 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 the upcoming Agency for Children's Services' Health Fair is on April 27, 2018. The HRA Health Fair will be held June 22, 2018, from 10:00 a.m. – 3:00 p.m. Additionally, she announced that Robin Blair-Batte will be honored on May 4, 2018, at the HRA Employee Recognition Ceremony for 25 years of service.

Members-at-Large Reports

Lenora Smith announced the Book Club postponed reading "I was Never Quite Black Enough: A Young Man's Search for Identity," by Conrad Queen for the summer. In its place they are reading "My Story," by Alfonso Davis. The book can be ordered on amazon.com.

Hazel O. Worley announced that she attended the "I AM" 2018 Conference in Memphis, TN commemorating the murder of Dr. Martin Luther King Jr. She was accompanied by Executive Board member Lenora Smith and Equity Committee members Debra Tyndell and Carol Griffith. It was very emotional and educational.

Debra Paylor announced that she and Executive Board Member Lisa Lloyd walked at the Martin Luther King Jr. 50th Anniversary celebration. She also announced that LCLAA will be hosting its 14th Annual Gala Dinner Dance on May 4, 2018.

Hilary Bloomfield announced that she attended the senior breakfast hosted by Council Member Ritchie Torres. She also announced that this year's Bronx Week will be the week of May 10, 2018. More information to follow.

Good and Welfare

President Middleton will be honored by the Black Institute on May 9, 2018, at the Schomburg Research Center. She will also be honored by the Boy Scouts of America on May 31, 2018.

Next meeting of the Executive Board will be May 24, 2018.

Motion was duly made, seconded, and carried to adjourn at 7:30 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

May 24, 2018

Meeting called to order at 6:17 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: Helen S. Jarrett, Lisa Lloyd, Gregory Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Hilary Bloomfield, Denise Gilliam, Debra Paylor, Lenora Smith

Minutes of the April 11, 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:

April 12 — Attended the Central Labor Council reception.

April 17 — Held a CWA Local 1180 Condo Board meeting. That afternoon, she chaired the weekly staff meeting.

April 19 — Attended a Labor Roundtable discussion at DC 37 Headquarters. That afternoon met with Doug McCabe from Union Web Services and President Emeritus Arthur Cheliotis to discuss 6 Harrison Street renovations. That evening, met with New York Assemblyman Carl Heastie.

April 23 — Met with staff to review and finalize the PowerPoint presentation for the upcoming General Membership meeting. That afternoon, she gave testimony at the New York City Council hearing on Intro 633. This bill would require all City agencies to provide pay and employment equity data annually to the Department of Citywide Administrative Services (DCAS). Such data for each employee within such agencies would include the date of hire, the current job title, the current job category, the current job title category provided by the U.S. Department of Labor and the U.S. Equal Employment Opportunity Commission, the initial compensation upon date of hire, the total current compensation, the start date of such employee's currently held position, the total of hours worked and the gender and racial group of such employee, if available.

April 24 — Chaired the weekly staff meeting. That evening, chaired the CWA Local 1180 General Membership meeting.

April 25 — Chaired the CWA Local 1180 Trustee's meeting.

April 27 — Attended the Administration for Children's Services (ACS) Health Fair at DC37.

April 30 — Attended the MLC Steering Committee meeting and Local 1180's General Membership meeting.

May 2 — Attended the MLC General Membership Meeting.

May 3 — Met with New York City Council Member Ben Kallos representing upper Manhattan's 5th District. That afternoon, she held her weekly political conference call.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 8 — Met with consultants to discuss the future development of 6 Harrison Street. That afternoon, she chaired the weekly staff meeting.

May 9 — President Middleton was honored at the Black Institute 8th Annual Justice for All Ball.

May 10 — Attended Central Labor Council meeting.

May 11 — Attended the New York State Democratic Assembly Campaign Committee (DACC) Labor Breakfast.

May 15 — Attended Public Advocate Leticia "Tish" James fundraiser. President Middleton spoke at her announcement Press Conference. Tish is running for the NYS Attorney General.

May 16 — Met with staff to review and finalize the PowerPoint presentation for the upcoming General Membership meeting. Later that day, she met with Staff Representatives to discuss the future of labor and public employment and the implications of the *Janus v. AFSCME* Supreme Court Case upcoming decision.

May 17 — Attended the Central Labor Council (CLC) Executive Board meeting. President Middleton was elected to the Executive Board. She is one of four women on the board. That evening, she chaired the CWA Local 1180 General Membership meeting.

May 18 — Attended the Diversity in Labor Scholarship Awards Ceremony.

May 22 — Attended the NYCCLC House of Labor Commitment meeting. That afternoon she chaired the weekly staff meeting. Later that day she met with NYC's Director of Labor Relations Robert Linn to discuss settlement of the EEO Case. She was accompanied by President Emeritus Arthur Cheliotis.

May 24 — Attended the Downstate NY Political Mobilization meeting. That afternoon she attended the 42nd Annual CWA Local 1180 Retired Members Luncheon. Lastly, she chaired the monthly 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. She also presented the Policy Research Group contract expiration dates of New York City Municipal Unions, the Collective Bargaining Update reports dated April 11, 2018. Additionally, she presented the Policy Research Group Report on the Update on the New York City Economy and the New York City Fiscal update dated May 2, 2018. In addition, she presented a Private Sector Update report submitted by Staff Representative Lena Solow. Lastly, she presented the May 24, 2018, monthly 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 Gina Strickland reported the following:

April 12 — Met with the Unified Court System to discuss contract extender negotiations. The current contract expires March 2019. Going forward, OCA wants to have all contracts expire the same time in order to establish uniformed pay increases. Since the pay increases are dependent on the state budget, it will allow the court system to lobby the appropriate monies needed for contracts. That evening, she attended the Central Labor Council reception.

April 17 — Attended the weekly staff meeting.

April 19 — Accompanied Staff Representative Teesha Foreman who represented a member at an Informal Conference.

April 23 — Reviewed PowerPoint presentation for upcoming CWA Local 1180 General Membership meeting.

April 24 — Attended weekly staff meeting. That evening, attended the General Membership meeting.

April 25 — Attended the CWA 1180 Trustees Meeting.

April 26 and April 27 — Worked with Staff Representatives and The Advance Group.

April 30 — Attended the MLC Steering Committee.

May 1 — Attended the weekly staff meeting. Later that day, Staff Representatives joined her to meet with New York City Council Member Helen Rosenthal to discuss her legislation on sexual harassment on the job. That evening, she attended May Day rally at Washington Square Park.

May 2 — Attended the MLC membership meeting.

May 9 — Discussed cases with Staff Representatives. Later that day, attended the MLC Civil Service Committee meeting. Lastly, she attended Black Institute 8th Annual Justice for All Ball that honored President Gloria Middleton.

May 14 — Met with OCA regarding the Extender Contract negotiations.

May 16 — Attended the New York City Dept. of Finance Employee Recognition Ceremony.

May 17 — Attended the Planned Parenthood meeting with members who are being targeted for layoffs.

May 18 — Attended the Diversity in Labor Scholarships Awards & Reception at Murphy Institute.

May 21 — Attended Going Home services for 1180 staff member Alphonso "Al" Mack.

May 22 — Attended meeting to discuss CLC House of Labor. That afternoon, she attended the weekly staff meeting.

May 23 — Held all day in-house training.

May 24 — Attended the CWA Local 1180 Retired Members Club luncheon. That evening, she attended the monthly Executive Board meeting.

Lastly, First Vice President Strickland distributed the Private Sector Update submitted by Staff Representative Lena Solow from April 1-30, 2018.

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 opened his report with a discussion of the statewide endorsements for the September 13, 2018, Primary Election. To date, the Executive Board has endorsed Andrew Cuomo for Governor and Letitia 'Tish' James for Attorney General. Vice President Brown entertained a motion for endorsements for NYS Comptroller. A motion was duly made, seconded, and carried to endorse Thomas DiNapoli for Comptroller.

Brown advised that at the last meeting of the MLC Civil Service Committee, the main topic of conversation was the proposed provisional reduction plan submitted by DCAS. The plan proposes an additional use of Qualified Incumbent Examinations (QIE). The plan requires NYS Legislative approval in both the Senate and Assembly. If approved, it would require the Governor's signature.

Brown advised of the CWA Local 1180 Retiree Membership Brigade (RMB). A letter has been prepared and sent to Shop Stewards advising of the RMB program and is asking for their cooperation to invite RMBs to their job site for a presentation.

Additionally, Second Vice President Brown stated that his column in the Communique is devoted to the many education programs provided by Local 1180. He asked board members to advertise the article and the programs.

Lastly, he distributed and discussed the Civil Service List Update Report and the DCAS Quarterly Provisional Report.

February 28, 2018, DCAS Quarterly Provisional Report for Administrative Manager, Principal

Administrative Associate, and Computer Associate Technical Support:

Administrative Manager (1002C)
0 Provisionals

Principal Administrative Associate (10124)
Agency # of Provisionals
131 OPA 1

Computer Associate Technical Support (13611)
Agency # of Provisionals

30 City Planning	2
56 NYPD	3
57 FDNY	1
67 ACS	1
69 HRA	33
740 DOE	2
801 Small Businesses	1
810 Buildings	4
816 DOHMH	25
826 DEP	10
836 Finance	2
846 Parks & Recreation	4
850 DDC	2
858 DOITT	8
868DCAS	2
903 Kings County D.A.	1

List Report: May 16, 2018

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

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

Agency	Number of Eligibles	Highest # Appointed
740 Education Staff Rep: Waters	103	13
017 Emerg. Mgmt. Staff Rep: Lyde	3	0
836 Finance Staff Rep: Foreman	90	29
816 Health & Mental Hygiene Staff Rep: Smith	117	0
071 Homeless* Staff Rep: Williams	29	13
069 HRA/DSS Staff Rep: All	269	38
025 Law Staff Rep: Williams	4	0
998 NYCHA Staff Rep: Foreman	148	0
820 OATH Staff Rep: Smith	4	0
056 Police Staff Rep: Williams	80	3
781 Probation Staff Rep: Waters	8	1
827 Sanitation Staff Rep: Williams	46	14
* Pending update		

Agencies that have exhausted their lists:

ACS	Investigations
Aging	NYCERS
Buildings	NYCTA
Business Services	OLR
City Planning	OMB
Comptroller	Parks & Recreation
Corrections	Payroll Admin
DA Kings	Taxi & Limousine
DA Queens	Transportation
DCAS	TRS
DEP	Youth & Comm Dev
Design & Construction	
DOITT	
Fire	
FISA	
HPD	

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

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

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

Consumer Affairs #1

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. Secretary-Treasurer Blair-Batte advised that the T.D. checking account has a balance of \$664,632.39 as of C.O.B May 24, 2018.

Secretary-Treasurer Blair-Batte reported 66 new members were acquired in the month of April 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 the May Staten Island Borough Community Coordinating Committee meeting went well. Guest speakers from the Housing Dignity Coalition — Mary Bourne, Deacon Bernice Aileen, and Ivan Garcia — spoke about the potential impact of the Bay Street Corridor rezoning plan on the community. The Committee also continues brainstorming on ways of engaging new members. Committee Chair Rosario Roman, with help from CWA Local 1102 President Steve Lawton, created an online newsletter where members can interactively obtain information, upcoming events, and provide feedback.

Members-at-Large Reports and Announcements

Hazel O. Worley announced that the Festival of Cultures at the Boy's and Girl's H.S. will be held June 16, 2018. She also announced that Poor People's Campaign buses are set to leave on June 18, 2018.

Lisa Lloyd attended an event on Paid Leave Act accompanied by Executive Board Member Debra Paylor.

Good and Welfare

President Middleton requested a moment of silence in loving memory of Alfonso "Al" Mack who passed May 11, 2018. Al worked at CWA Local 1180 for 12 years where he was loved by his co-workers. Al served his country as an Army Paratrooper in the 101st Airborne Division in the U.S. Army. His booming voice and big smile will be missed. May he rest in peace.

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

Motion was duly made, seconded and carried to adjourn at 7:45 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Continued on page 22

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

June 28, 2018

Meeting called to order at 6:15 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Robin Blair-Batte, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary.

Members-at-Large: Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Lenora Smith, Gregory Smith, Venus Colon-Williams, Hazel O. Worley

Absent Attending Other Union Business: Gerald Brown, Second Vice President

Absent: Hilary Bloomfield

Minutes of the May 24, 2018, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton introduced John B. Pescitelli, President & CEO of M3 Technology, LLC for the purpose of presenting a supplemental Benefit Programs for CWA Local 1180 dues-paying members. M3 Technology's benefit program is specially designed for union members in order to protect their future. The program provides Guaranteed Life and Disability Insurance coverage. Life Insurance, Long Term Care and Annuity benefits are also available. M3 Technology is awarding 10, \$1,000 scholarships. Only CWA Local 1180 dues-paying members, their dependents, and grandchildren, who have been accepted by an accredited college or university will be eligible to apply.

President Middleton discussed the *Janus v. AFSCME* Supreme Court Case decision handed down yesterday. The U.S. Supreme Court ruled in a 5-4 decision that public sector unions cannot charge agency fees to employees who decline to join a union but are covered by its collective bargaining agreement. It is a blow to labor unions throughout the United States. These fees were authorized in the 1977 decision *Abood v. Detroit Board of Education*. Agency fee payers will no longer pay dues. In particular, an organization named NewchoiceNY.com is targeting all union members. Their opt-out campaign is part of a well-funded pro-business effort to weaken unions and cut wages for workers. Currently, at Local 1180 we have 8,838 members, with 8,216 having cards on file. CWA Local 1180 is at 92.6% membership. CWA Local 1180 leadership is hopeful that our members are smart enough to recognize they are being targeted and attacked by these anti-union organizations and will choose to remain with the union.

President Middleton also discussed the Administrative Manager EEO Settlement. The settlement is still being mitigated by the court between the City and the union. Once the remaining issues have been resolved, we will reconvene the Administrative Manager Bargaining Committee.

President Middleton distributed and discussed the status reports dated May 1, 2018, and June 11, 2018, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also presented the June 2018 Adopted Budget, Fiscal Year 2019; the New York City Fiscal Year 2019 Executive Budget, and the Financial Plan Fiscal Years 2018-2022 submitted by Policy Research Group. Additionally, she presented the Update on the New York City Economy dated June 18, 2018, submitted by the Policy Research Group. Lastly, she presented and discussed the dues-paying members only benefits cost estimates summary also submitted by the Policy Research Group.

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

First Vice President's Report

First Vice President Gina Strickland provided the following report information:

May 29 — Attended the weekly staff meeting.

May 30 — Attended a meeting with Planned Parenthood management accompanied by Local 1180 President Gloria Middleton, CWA District 1 Representative William Gallagher, and Staff Representative Olivia Lyde to discuss their outsourcing plan of the "Customer Service Call Center Unit" that will affect 18 CWA Local 1180 members. Alternative options in lieu of termination were discussed.

May 31 — Attended the Boy Scouts of America "Labor Luncheon" that honored President Gloria Middleton.

June 2 — Gave opening remarks at the "New Shop Steward Training" conducted by Staff Representatives Venus Colon Williams and Desiree Waters, and assisted by Staff Representative Teesha Foreman.

June 5 — Attended weekly staff meeting.

June 12 — Attended weekly staff meeting. Later that day, met with organizer Leslie Fine to discuss the implementation of resuming the CWA Local 1180 Organizing Committee.

June 14 — Attended the MLC Steering Committee.

June 15 — Attended the NACCP Freedom Fund Gala.

June 16 — Attended the CWA Local 1180 Civil Rights and Equity Committee's Festival of Cultures.

June 19 — Attended weekly staff meeting. Later that day, met with Staff Representatives and IT Department to discuss and follow up on the surveys collected by the CWA Local 1180 Retiree Membership Brigade.

June 25 — Met with a member to explain her case and explain her options.

June 26 — Attended weekly staff meeting. Later that day, she met with members to discuss settlement from agency in lieu of scheduled arbitration for grievance filed.

June 27 — Attended the New York City Department of Transportation Employee Recognition at DC 37 Headquarters.

First Vice-President Gina Strickland reported the following staff representative activity for the months of April and May 2018:

Activity	April - May
Agency walk-throughs	2
Counseling/warning sessions	1
EEO Investigation/Interview	4
G.O. 15 – NYPD	2
Hearing Preparations	25
Hearings	22
Investigative Hearings	5
Labor Management Meeting	4
OATH	2
Off-Site Member Meetings	12

Activity	April - May
Supervisory Conference	7
Site Member Meetings	30
Walk-Ins	9
Appointments	4
E-mails	365
Telephone calls received	653

Site Meetings for April-May 2018

H+H Central Office
55 Water Street, Manhattan

HRA HIV/AIDS Services Administration (HASA)
98 Flatbush Avenue, Brooklyn

NYC Parks & Recreation Olmsted Center
117-2 Roosevelt Avenue, Queens

HRA
201 Bay Street, Staten Island

H+H Harlem Hospital
505 Lenox Avenue, Manhattan

Dept. of Health & Mental Hygiene (DOHMH)
90-27 Parsons Boulevard, Queens

HRA ICP/OCP
94-98 Flatbush Avenue, Brooklyn

Bronx District Attorney
265 E. 161st Street, Manhattan

NYC Department of Finance (DOF)
345 Adams Street, Brooklyn

NYC Department of Education (DOE)
715 Ocean Terrace, Staten Island

HRA HASA, TIPS, ICP
94-98 Flatbush Avenue, Brooklyn

H + H Segundo Ruiz Belvis
545 E. 142nd Street, Bronx

H + H Morrisania Clinic
1225 Gerard Avenue, Bronx

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

NYC Department of Transportation
140 58th Street, Brooklyn

Motion was duly made, seconded, and carried to accept the First 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 May 2018. She advised that the T.D. checking account has a balance of \$788,020.17 as of C.O.B June 28, 2018.

Secretary-Treasurer Blair-Batte reported 61 new members in May 2018. She announced that CWA Local 1180 will be hosting its first Town Hall Meeting on August 2, 2018, at Town Stages, 221 W. Broadway at 5:30 p.m. Only invited members will participate in the question-and-answer forum. Council Member I. Daneek Miller will be the guest speaker.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced that the June Staten Island Borough Coordinating Committee meeting went well. Invited guests from Staten Island University Hospital made a presentation about heroin overdose and trained committee members on administering Naloxone in the event of an overdose. Naloxone is designed to rapidly reverse an opioid overdose. The Committee is actively pursuing ways of increasing member attendance.

Members-at-Large Reports

Lenora Smith announced the Book Club will be reading "(I Was) Never Quite Black Enough: A Young Man's Search for Identity," by Conrad Queen. They will be meeting on Thursday, September 27, 2018. The Education Committee in the fall is going to bring in Health Care providers, i.e.: cardiologist, breast surgeon, ovarian cancer specialist, etc.

Hazel O. Worley thanked the Executive Board members who attended the Festival of Cultures at the Boy's and Girl's H.S. on June 16, 2018. It was a really nice event. A special acknowledgement was made to President Gloria Middleton. In addition, Shop Steward Otissa Dillard was presented with an award for her dedicated service to CWA Local 1180. Hazel also announced that tickets for the CWA Local 1180 Family & Friends Fun Day, formerly known as the CWA Local 1180 Picnic, will go on sale July 11, 2018, and must be purchased by Friday, August 17, 2018. Only dues-paying active and retired members are eligible to participate.

Debra Paylor announced that she attended the 2018 Coalition of Black Trade Unionists (CBTU) Conference accompanied by Denise Gilliam and Hilary Bloomfield. Executive Board Member Lisa Lloyd accompanied her to the H+H Community Stakeholders meeting that focused on the fiscal health of H+H, improvement of customer service, and out-patient care services. Additionally, she attended the meeting at the Henry Carter Center hosted by Staff Representative Teesha Foreman, who was great and the members were engaged. Lastly, she announced that the Central Labor Council (CLC) 2018 NYC Labor Day Parade will be held on September 8, 2018. Members should meet at 45th Street and Vanderbilt Avenue.

Denise Gilliam announced the CWA Local 1180 Women's Committee will be hosting the Pink and White Affair on August 25, 2018, in the Dwyer Cultural Center located at 258 St. Nicholas Avenue at the 123rd Street Entrance.

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

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CORRECTION:

In the April-June edition of the Communique, the minutes on page 25 regarding Members-At-Large reports inadvertently stated that "Michael Pricoli is also a member and would like to be sponsored."

In fact, Pricoli did not ask to be sponsored for the NewPaths Orlando conference. He stated that when he was contacted about attending, he replied that he would think about it but would most likely not be attending the conference. The minutes have been corrected by Recording Secretary Lourdes Acevedo. We apologize for the error.



PRIVATE SECTOR SHOPS

JANUS & THE PRIVATE SECTOR

If you're a Local 1180 private sector member, you might be wondering how the *Janus v. AFSCME* Supreme Court case impacts you. As you probably already know, the outcome of the case applies only to public sector unions. As a private sector member, your process for union dues and agency fees remains the same as always, as outlined in your contract and the CWA bylaws. But we ALL need to stick together and stay strong.

As a private sector member, don't assume you are safe. The right-wing, high financed groups that funded the Janus case to go after the public sector will most likely come after the private sector, too — and that's why you should care and take a stand. The rise of open-shop America definitely affects you, too. According to labornotes.org, here are four ways you could be impacted.

You're next. Right-to-work proponents want to finish the job. Expect to be targeted with local, state, or national right-to-work efforts.

Public services will suffer. Weakening unions in government agencies, hospitals, classrooms, and universities makes it harder for employees to do a good job for the public they serve, from the ER to the local library. Unions will be less able to press for better funding of services.

Your public sector allies will take a hit. Loss of members and money means unions can't spend as much on political work, so more enemies of labor may be elected at all levels. Expect a tighter budget too for anything that public sector unions help to fund—such as local coalitions, labor councils, or community groups.

Public sector wages and benefits will decline, making it harder to maintain your own standards. Expect unfavorable comparisons at the bargaining table. Experience shows that right-to-work laws depress wages all around. ■

OUR TEAM

NONPROFIT SHOP STEWARDS

ALIGN

Malika Conner

Amnesty International

Emily Walsh
Kristen Velloza
Carolina Rivadeneira

ASPCA

Melanie Glass
Danielle Delfino

Human Rights First

Christopher Plummer
Eric Helms
Katherine Cosgrove

Human Rights Watch

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 Moorer
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

UNIT ROUNDUP

CONTRACTS RATIFIED

Congratulations to Amnesty International and Human Rights First for successful completion of bargaining and contract ratification for their contract renewals, securing raises and increased benefits for their members.

SUPPORT ALIGN IN FIGHT FOR A FAIR CONTRACT

ALIGN members are fighting for a contract renewal that guarantees them fair wages and reasonable work hours. They are currently working under a contract that expired five months ago. ALIGN members are researchers, organizers, and development professionals working on issues around labor in the City. At the most recent bargaining session, Brett Thomason and Nina Trumbo (pictured) fought hard for their proposals. Follow [@ALIGNnyStaff](https://twitter.com/ALIGNnyStaff) on Twitter for more updates. ■



STORYCORPS UNION LAUNCHES #LABORSTORY COMMUNITY



Workers at StoryCorps are still fighting hard for a first contract, and management won't make meaningful proposals on wages, retirement, or healthcare. They're now putting their skills to work by launching the Labor Stories page of the StoryCorps app. Several union members from around the city have already recorded their stories! For more information and to record your own Labor Story, visit bit.ly/laborstory. ■

HUMAN RIGHTS WATCH IS CWA STRONG!



Members at Human Rights Watch showed their CWA pride with t-shirts and pins at their annual staff picnic. ■

RETIREE REPORT

SUMMER FUN WITH 1180 RETIREES



Retiree Division Director Suzanne Beatty-Creary in the Tennessee Smokey Mountains

This summer saw a lot of action-packed days of fun and learning for CWA Local 1180 retirees. Taking advantage of the quiet before the surge of out-of-school students hit our nation's capital, retirees took a three-day, two-night trip to the National Museum of African American History and Culture in Washington D.C. Dinners on the water and tours of DC's highlights made this trip even more interesting and educational.

Two weeks later, 90 retirees took a drive with us for a three-day trip to an area known as "Mark Twain Country" near the Finger Lakes in western New York. Members lodged at Tioga Downs Casino Resort and toured the famous author's habitat before heading back home with a stop at New York's newest casino, Resorts World Casino, in the Catskills. This is the sister property to the Resort's World in Queens, and it did not fail to impress visitors with its gaming layout, dining options, and entertainment. Several retirees said that they left with more money than they came with, which always makes for a great day!

Heading into July, the Retiree Division celebrated our independence with a dance party lunch cruise on the Spirit Cruise Lines, leaving from Chelsea Piers, and hosted an indoor barbeque at no-cost for members to enjoy the spirit of this holiday with friends at the union. A tour of West Point later in the month allowed retirees to enjoy lunch while overlooking the splendor of the Hudson River Valley. Keeping members in a patriotic spirit, the accompanying tour pointed out interesting facts where retirees saw pieces of the actual chain that was hung across the river by General George Washington to keep the British down river. Recognizing that retirees worked hard for their money, we ended July with tickets to Donna Summer on Broadway where in addition to hearing "She

Works Hard for the Money", they heard the queen of disco sing "Love to Love You Baby", "Last Dance" and "Hot Stuff," to name a few. Retirees were in the aisles dancing by the end of the show.

The heat wave in the Northeast did nothing to cool the spirits of 1180 retirees in August. Two buses departed from the union to attend the Dutchess County Fair, while eight buses brought retirees to our annual picnic at Black Bear Lake (check out our roving reporter Carole Silverman's insider view of the picnic on next page), and a full house at the End-of-Summer White Party kept them asking for more!

A seven-day, six-night trip to the Smokey Mountains of Tennessee was the highlight of summer. Members enjoyed tours of the majestic beauty of the region, all-you-can-eat buffets, dynamic and daring aerial performances, shows with horses, cowboys, magicians and of course, hillbillies. To mark the experience, some even took a swig of some real Tennessee Moonshine.

Those who chose to stay closer to home enjoyed learning about their benefits at borough outreach meetings at Dallas Barbeque, day trips with the photography class to Asbury Park, Untermyer Gardens and New Roc City. At the borough outreach meetings, retirees had an opportunity to meet with benefit representatives from Local 1180 and our optical providers. An ice cream social, Make-Your-Own-Salad-Day, and Learn How to Fix your Own Computer, all proved to be fun, social, and helpful to the members who participated.

In addition to these events, retiree exercise classes, computer training, and movies definitely had the Retiree Division living up to its motto of "We Do It All!". ■

Photos clockwise from top left: Retiree Eva Hawkins; Retirees Barbara Wray, Antoinette Comney, Shobha Bhide, and Vladimayer Bhide; Half the group poses for a quick shot; fun on the bus; retirees at the Tennessee state line; Retirees Pamela Jeffries and Arthur Johnson taking a break from a long day of fun.



ANNUAL RETIREE PICNIC

On a bright summer day, August 22, CWA 1180 retirees, their families, and friends came out for the Annual Retiree Picnic at Black Bear Lake Country Club in Central New Jersey. Eight bus loads of enthusiastic retirees looked forward to a fun-filled day of swimming, paddle boating, basketball, tennis, and arts and crafts. A disc jockey provided music for dancing, and the retirees really got down. A wonderful buffet of delicious food, desserts, and beverages were served throughout the day to satisfy everyone's taste buds. Bingo was a big draw, with lots of prizes.

Some members shared their thoughts about the picnic: Rubina Harvey-Yearwood, PAA, worked at Coler Hospital on Roosevelt Island for 44 years and retired 10 years ago. She came to the picnic to connect with fellow retirees. She's happy with retirement, and says she can do whatever she wants, whenever she wants. I love 1180 because of all the benefits they provide. They really take care of their members," Harvey-Yearwood said.

Patricia Greenridge, PAA, worked at HRA for 26 years and retired seven years ago. She had a ball at the picnic and felt it was a great way to meet and greet friends and fellow retirees. Greenridge said she appreciates all the exciting activities and benefits the union offers for retirees.

At the end of the day, the elated retirees boarded their buses home. They all agreed it was a great day and admitted that they are anxiously looking forward to next year's picnic. ■

— Story submitted by Retiree Carole Silverman



COMMITTEES

Caribbean Heritage Committee

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 3rd Wednesday of each month

Civil Rights & Equity/ Community Services Committee

Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting: 3rd Tuesday of each month

Civil Service Committee

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 4th Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair
marci@tricomcreative.com

Education Committee & Book Club

Lenora Smith, Chair
lsmith@cwa1180.org

Hispanic Committee

Venus Williams, Chair
vwilliams@cwa1180.org
Meeting: 2nd Thursday of each month

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Organizing Committee

Leslie Fine, Chair
lfine@cwa1180.org

People with Disabilities Committee

Edward Yood, Chair
envpush.yme@verizon.net
Meeting: 1st Wednesday of each month

Women's Committee

Denise Gilliam, Chair
dgilliam@cwa1180.org

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Carolyn Chamorro, Chair
carolynchamorro@hotmail.com

Brooklyn BCCC

Verna Finley, Chair
jeanwf50@gmail.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

All meetings start at 6 p.m. and are held at
Local 1180, 6 Harrison Street, 4th Floor,
New York, NY 10013

with the exception of the Borough Community
Coordinating Committees. For their locations and
start times, contact the respective Borough Chair.

Where meeting date is not listed, contact Chair directly.

IN MEMORIAM

NAME	AGENCY	DECEASED
Lidia Agueda	Dept. of Health & Mental Hygiene	7/23/2018
Christine Cappeto	Parks & Recreation	6/20/2018
Zoraida Castillo	Woodhull Medical Center	6/25/2018
Caryl Coulthurst	Dept. of Social Services	7/2/2018
Nancy Cruz	Dept. of Sanitation	8/15/2018
William Finley	General Services	8/6/2018
Ruby Fuller	Police Department	7/27/2018
Raghubir Gaur	Elmhurst Hospital Center	7/1/2018
Elizabeth Haynes	Housing Preservation & Development	6/19/2018
Juanita Hernandez	Dept. of Social Services	8/8/2018
Ronald Johnson	Dept. Of Business Service	6/7/2018
Edward Kirksey	Housing Preservation & Development	6/26/2018
Patrick Lucas	Dept. of Education	8/10/2018
Ora Moore	Dept. of Business Service	8/10/2018
Gloria Morales	Dept. of Social Services	7/19/2018
Albert Peppe	Queens Borough President	6/13/2018
Patricia Peters	Dept. of Social Services	6/22/2018
Selena Shuler-Stepney	Police Department	6/19/2018
Karen Wheeler	DCAS	6/2/2018
Sheila Wilder	Police Department	7/12/2018

NEW SHOP STEWARDS

Congratulations to Shop Stewards elected since January 2018

Allen Williams	HHC/Elmhurst Hospital	1/8/2018
Robin Harris- Holley	Dept. of Design & Construction	1/9/2018
Monique Bryson-Sambula	Dept. of Transportation	1/18/2018
Valerie Matthews-Thomas	Dept. of Finance	1/19/2018
Phillip Tavada	Housing Preservation & Development	1/19/2018
Carol Griffith	NYPD	1/24/2018
Davonte Elmore	Planned Parenthood	2/6/2018
Daisy Valdez	Planned Parenthood	2/6/2018
Alfredia Jiles	Housing Preservation & Development	2/9/2018
Charles So	Dept. of Correction	4/9/2018
Floretha Bryant	Dept. of Correction	4/9/2018
Valerie Brown	HRA/SNAP 54	4/25/2018
Denise Grey	HHC/Kings County Hospital Center	5/16/2018
Lynnette Caldwell	Dept. of Environmental Protection	5/31/2018
Ericka Fields	DCAS	5/31/2018
Nidia Miller	HHC/Kings County Hospital Center	5/31/2018



about our members

Congratulations to Deniece Turner PAAIII Office Manager in Bronx FCLS Family Court who was honored with a Distinguished Service Award for her 33 years of service. The New York City ACS Distinguished Service Award honors and celebrates staff members who, through their extraordinary performance, contribute significantly to the Agency's mission of protecting and promoting the safety and well-being of NYC's children and families. This Agency-wide event recognizes staff across all divisions who have helped move ACS forward through their dedication and commitment to serving NYC's children and families. The Distinguished Service Awards are a culmination of important priorities and initiatives that have been advanced thanks to the tremendous contributions of the award recipients. ■



Congratulations to Judith "Judy" Beckerman, Principal Administrative Associate with the Office of Payroll Administration, who retired after 40 years with the City. Friends and coworkers threw her a retirement brunch on August 30, 2018. Staff Representative Teesha Foreman (pictured at left with Beckerman) attended the event. "Congratulation on your retirement! Relax, have fun, and avoid anything that resembles work for as long as possible. If you put as much effort into enjoying your retirement as you have all the years you've been working at OPA, your retirement will truly be amazing! Best wishes," Foreman said. ■



Congratulations to Local 1180 Shop Stewards and activists who recently completed a special training program designed to teach them how to have one-on-one conversations with members about the Supreme Court decision in Janus v. AFSCME and why it's so important for them to continue to remain a part of the Local 1180 family and sign membership cards. Pictured back row from left: John O'Malley CWA 1180; Floretha Bryant, Shop Steward-DOC; Monise Etienne, Shop Steward-Comptroller's Office; Jennson Casimir, Shop-Steward-HRA; Leslie Fine, CWA 1180; Sam Montgomery, 1180 Intern; Loida Martinez, Activist-HPD; and Genny Sanchez, Activist-Harlem Hospital. Middle row: Helen S. Jarrett, Local 1180 Mobilizing Coordinator; Deborah Valentin, Local 1180 Organizing Coordinator; Rosie Roman, Activist-HPD; Niasha Walker, Shop Steward-TRS; and Veronica Windley, Shop Steward-DOB. Sitting: Earlene Powell, Shop Steward-DOT; Debra Busacco, Activist-HPD; Verna Finley, Shop Steward-NYCHA; Denise Grey, Shop Steward-Kings County Hospital; Tiffany Maynard, Activist-Parks & Recreation; and Phillip L. Tavada, Shop Steward-HPD. Not pictured: Rhonda Joseph, Shop Steward-DOHMH; and Carol Griffith, Shop Steward-NYPD. ■

Congratulations to the following 12 members and two Shop Stewards who were recognized at a recent QWL ceremony for their years of service with HRA: **Peter Cantor** (40 years), **Linda Perry** (35 years), **Gail McMillan** (35 years), **Yama Phillips** (30 years), **Machanda Dixon** (30 years), **Wendy**



Fletcher (30 years), **Eric Rasmussen** (25 years), **Teroy Jenkins** (25 years), **Sandra Roberts** (25 years), **Galina Ayzon** (15 years), **Jian Qiong Chen** (10 years), **Taleema Lance-Parsons** (10 years), and Shop Stewards **Ellice Vessels** and **Sharen Willis**. Staff Representative Teesha Foreman (pictured with Vessels and Willis) presented each member with a Local 1180 gift bag. ■



Congratulations to Gardena Baxter who was recognized for 50 years of service. First Vice President Gina Strickland (left) and Recording Secretary Lourdes Acevedo (right) attended the ceremony at DOT. ■

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

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 Williams, Hazel O. Worley

Communications Director

Communique Editor/Designer

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

Editorial Committee

Gerald Brown, Gloria Middleton — Communique Facilitators

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

Black Women Lose \$840,000+ in a 40-Year Career

Most Americans have no idea about the significance of August 7, 2018, despite the fact the day could actually have a direct bearing on their lives. That day — eight months and seven days into 2018 — was the day that black women caught up to what white men earned in 2017.

Yes, it actually took black women more than 19 months to reach a year's worth of the average white man's salary. Shocking? Not really, said Local 1180 President Gloria Middleton, the first African-American and first woman to lead the 9,000 member union comprised of predominantly women and minorities.

Black Women's Equal Pay Day comes almost four months after Equal Pay Day, making the statistics for black women even worse than for women in general. According to recent statistics, black women are only paid 63 cents for every dollar white men earn. That means black women, on average, are paid 37 percent less than white men and 21 percent less than white women. "Even within our own ranks there are enormous discrepancies," Middleton said. "So not only are we battling gender inequality, but we are dealing with racial inequality as well. Basically, if you are a black woman working to support a family, you are facing an uphill battle from all directions. It doesn't matter what your level of education either. Pay disparity remains consistent across the board."

When 80 percent of black mothers are the primary breadwinners for their families, it's no wonder the struggles are often insurmountable.

This is not a new phenomenon, however. Middleton said that's one of the reasons why Local 1180 continues with its fight against the City of New York about gender and pay disparity. "Equal pay for equal work; it's a simple formula," Middleton said. "The City needs to realize this and settle our lawsuit in all fairness to the nearly 1,600 Administrative Managers who have been negatively impacted by pay inequity for far too many years."

When women are not fully and fairly compensated for their work, there is a real risk of not getting what they deserve, but also of not being able to ever close the gap. Middleton said it's not only a monetary loss, but a loss of opportunity for promotion, learning, and potential. Black women receive less support from managers and get promoted less frequently, according to Lean In's 2017 Women In the Workplace study. This is an urgent issue that is costing black women more than \$800,000 — and, in some states, \$1 million — during a lifetime.

Middleton said it's bad enough that the huge pay inequity exists at all, but it's almost worse that one in three people are not even aware of the pay gap between black women and white men, according to a 2018 survey conducted by Lean In, Survey Monkey and the National Urban League. In addition, only about half of Americans are aware of the gap that exists between black women and white women.

"If black women don't even know the problem exists, then they don't know to fight for the equal pay they are entitled to," she said. "When I read that the survey found more than half of men believe that black women no longer face obstacles in their careers, I was speechless. Do Americans really believe that racism and sexism are not issues? The pay gap facing women is an urgent problem; the pay gap facing black women is catastrophic."

The survey also found that people, including black women, generally underestimate the pay gap. Despite black women obtaining degrees at a consistently high rate for the last decade and being the fastest-growing group of entrepreneurs among women, systemic oppression is still in the way of them getting paid what they are owed.

"This is a trend that simply cannot continue or we will have an entire group of American workers unable to keep up," Middleton said. "That's why Local 1180 continues to be a leading voice for pay and gender equity, and why we work with our political allies on legislation that will level the playing field. Without that, women, and particularly women of color, will continue to strike out." ■

Quick Facts

According to AAUW, the pay gap won't close until 2152.

Think 80 cents is bad? The pay gap is worse for women of color.

The gender pay gap is worse for mothers, and it only grows with age.

Thanks to the pay gap, women of color especially struggle to pay off student debt.

Women in every state experience the pay gap, but in some states it's worse than others.

Women face a pay gap in nearly every occupation.

More education helps increase women's earnings, but still doesn't close the gender pay gap.

