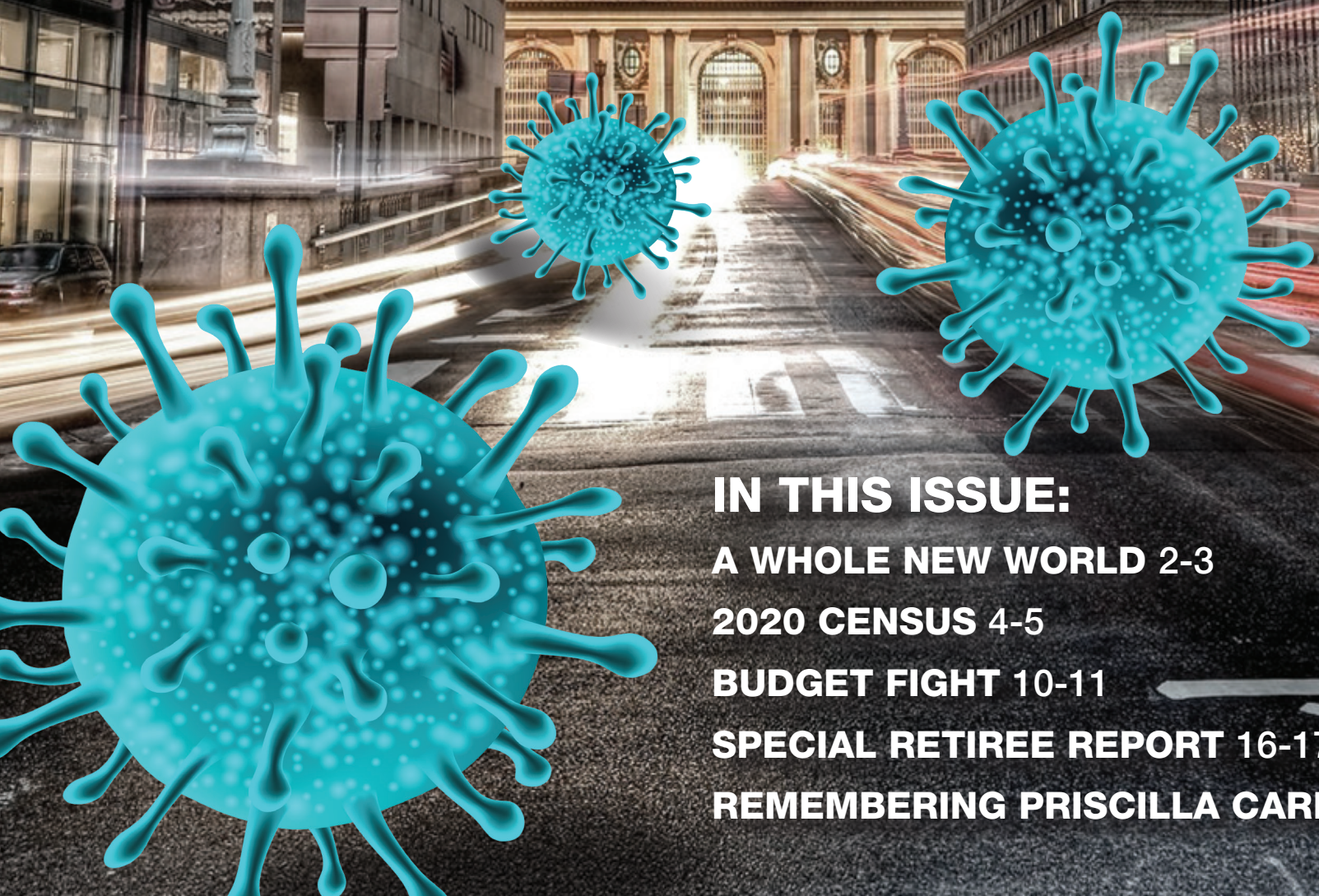


COMMUNIQUE

The City That Never Sleeps Is In A

DEEP SLUMBER

**CORONAVIRUS
HAS CHANGED THE WORLD**



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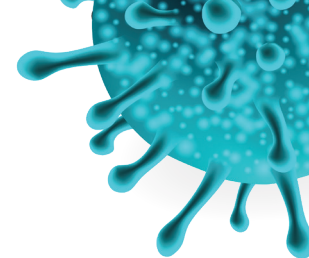
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By Marci Rosenblum
Communications Director



A Whole New World

#CORONAVIRUS2020

As the new year was just settling in to the new decade, life was turned upside down as the coronavirus – COVID-19 – made its way into the busy streets of New York City and forever changed the lives of millions.

What was once just a horrible virus New Yorkers read about that was devastating China and had then spread to Italy, was now working its way through the overcrowded, winding streets of the Big Apple. The outbreak, first recognized in early December 2019 in Wuhan, China, had spread widely throughout the world, but had seemingly spared the United States.

COVID-19 was extensively covered in the media. New Yorkers joined the rest of Americans in thankful, silent prayer that the crippling plague had not made its way to this country. While the number of cases was growing substantially in the rest of the world, incidences in the New York area remained relatively rare. Until they didn't.

"This seemed to hit us out of the blue," said Local 1180 President Gloria Middleton, who like other New York City union presidents, was caught off guard when immediate mandates to shut down nonessential city offices and allow municipal employees to telework were put into place by both the state and city. "Our lives as we knew them were turned upside down overnight. As union leaders, we were working in overdrive to make sure all our members were taken care of and that those who were considered nonessential were able to begin working from home immediately. We had separate concerns for our essential workers, and we still do, to make sure they had protections on the job in the form of gloves and masks, and were kept as far away from others as possible."

While New Yorkers are no less susceptible to the virus than anyone else in America, New York City quickly became the epicenter of the coronavirus pandemic for myriad reasons, including the fact that the rate of global travelers visiting or traveling through the city is significantly higher than in the rest of the country. Of course, the population density also made the city extremely vulnerable to COVID-19. With roughly 8.6 million residents, making it the most populous city in the U.S., the only way to even begin to contain the virus was to get the vast majority of residents off the streets.

"The numbers speak for themselves," Middleton said. "Overcrowded streets, overcrowded subways and buses, people sneezing and coughing on each other, we are a breeding ground for germs. With something like 27,000 people per square mile in New York City, the only thing officials could do was to shut down if there was even a small hope of getting the coronavirus under control."

On March 22 at 8 p.m., Governor Cuomo put New York on PAUSE, a 10-point, stay-at-home executive order to assure uniform safety that shuttered all nonessential businesses statewide and canceled or postponed all nonessential gatherings of any size for any reason. PAUSE means any concentration of individuals outside their homes must be limited to workers providing essential services and social distancing of at least six feet should be practiced; individuals should limit outdoor recreational activities to non-contact, avoid activities where they come in close contact with other people, and limit their use of public transportation to only times deemed necessary. Those who are sick should not leave their homes unless they need medical care and only after a telehealth visit has determined leaving their home is in the best interest of their health.

Local 1180 Secretary-Treasurer Robin Blair-Batte said the union initially was ready to go into the field to give more support to members, but things quickly changed.

"We realized our place was not to be in the field, but to be on the phones as much as possible to deal with the crisis. In order to comply with the 'Stay-at-Home' order for nonessentials, we had to shut down the union office and have the staff continue to work from home. I think we are working more now than ever before as we deal with every agency at one time while also making sure that our members' supplemental benefits continue without interruption. This is no easy task," she said.

"Then the PAUSE order came, which was a great call, but a scary reality," Blair-Batte said. "No one should really want to leave their homes right now anyway. Mostly everyone I've spoken to is taking advantage of delivery services even if they weren't before. No one wants to be outside and exposed if they absolutely don't have to be right now. And this is why we are so concerned about our essential members. However, we applaud them on the work they are doing daily. Our members who are essential workers are brave first responders as well."

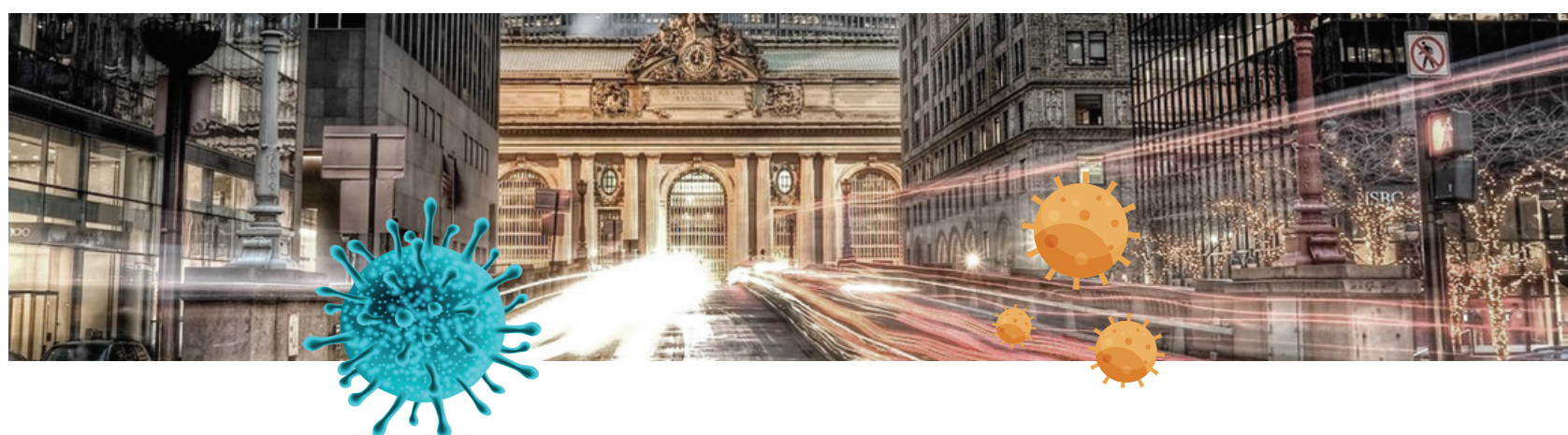
New York State on PAUSE was supposed to end on April 15; however, the governor recently extended that to at least April 29. While there is no curfew in place, on April 6 he did increase the fine from \$500 to \$1,000 for violating the state's physical distancing policy to help address the lack of adherence to the six-foot distancing protocols.

Administrative Manager Patrice Norwood (NYC Transit Authority) said she hopes the increased fines become a deterrent for those who just aren't taking the pandemic serious enough.

"We have a lot of people who are scrambling to stay safe. They are frontline workers risking their own lives every day to save the lives of others and to keep the city operating and safe. I'm really proud of those people and very thankful for them," Norwood said. "Then there are those who still aren't taking this seriously at all, and those are the ones we have to worry about. They don't seem to be impacted by what's going on around them."

Retired Administrative Manager Clendenen C. Watkins believes that the coronavirus outbreak has "made a definite impact on the movement and lifestyle of citizens."

"Nothing here is the same as before, nor does it make sense anymore. Airports have temporarily closed, medical supplies are non-existent, and people are





practicing social distancing. The entertainment industry that is the pulse of New York is M.I.A. and then there are the lucky few who haven't been downsized, laid off, or lost their jobs entirely who are working from home for the first time. Stressful? You bet. Inconvenient? Definitely, Scary? Without a doubt. But we are here for the long haul and helping our neighbors as best we can to get through this," Watkins said.

Helping neighbors and sticking together in a crisis is what makes New Yorkers strong. In fact, the Twitter hashtag #NewYorkStrong can be found more than 17,500 times in a search. #NYCStrong, almost 24,500. This goes to show the strength, resilience, and determination of those living and working in the five boroughs and surrounding communities. In fact, every night at 7:00, New Yorkers open their windows and clap in unison for two minutes to show support for frontline workers fighting to save lives — doctors, nurses, ambulance drivers, EMTs, paramedics, first responders. #ClapBecauseWeCareNYC has become the way New Yorkers are able to show just how much they appreciate everything that healthcare workers and first responders are doing to save lives during this pandemic that caught everyone off guard.

Administrative Manager and Shop Steward Vivian Ramos said that the coronavirus pandemic is a health hazard she never thought she would experience in her lifetime. As a nonessential worker in the New York City Comptroller's Office, she is one of the Local 1180 members who is able to work from home.



"We were told to work from home on March 13. Most of us still went in on Friday because we were not prepared to work from home yet since we had to be issued laptops. We were all pretty overwhelmed because there was talk about working from home, but when we left Thursday, everything was still normal," she said.

"I never thought we would see something like this. It's worse than 9/11 and is mentally wreaking havoc on the entire city," Ramos said. "I don't think it was taken seriously enough in the beginning. I pray we return to some type of normalcy soon. I am scared to say the least, but we are constantly receiving emails from Local 1180 and have been since the beginning."

Watkins said life is different now in the midst of the pandemic, and probably will be for the foreseeable future. Norwood agrees.

"This pandemic has changed our lives," Norwood said. "I think initially people are going to be apprehensive about everything when this big scare is finally over, but eventually life will go back to normal. It's just a matter of when people will return to their regular lives. I don't think this is going to change our whole way of thinking because as a nation we just tend to take things for granted. Even people who have been personally touched by the coronavirus at some point will more than likely return to life as usual. That's just the nature of the beast. But then again, how long can we go on being scared?"

Jaquana Elder, Health Care Program Plan Analyst at Elmhurst Hospital in Queens, is taking the coronavirus pandemic harder than most. She lost two very close friends in one week to the virus, including Shop Steward Priscilla Carrow, who passed away from the virus on March 30 (see page 18).

"I'm sitting at my desk hearing 'Team 700' over and over again. It's very heartbreaking. The nurses, doctors, EMS, clerical and maintenance staff, and technicians are all working around the clock because of what's going on right now," Elder said. "I also worked in the emergency room, but I haven't been there in the last three weeks because it was just too overwhelming to watch how many people were coming through."

"Team 700" is the code used at Elmhurst that summons a medical team when a patient's heart has stopped. Prior to COVID-19, that page may have been heard at Elmhurst once or twice a week. Now, however, it's a constant refrain. That kind of emotional toll would be a drain on anyone, which is why mental health counselors across the country are reporting that the coronavirus pandemic is going to have lingering effects on emotional health for quite some time.

"Me and Priscilla were on the phone on March 23 talking about how we weren't going back into work for a few days because it was just a little too hectic and also very sad," Elder said. "Then on March 30, my dear friend passed on. It's very heartbreaking coming into this hospital knowing we now have three refrigerated trucks with somebody's loved ones in there. It's really hard and sad to come to work these days."

So many COVID-19 patients have died at Elmhurst, that several refrigerated trucks are stationed outside to hold the bodies. In response to the harrowing number of deaths at the Queens hospital, Elmhurst is offering counseling and coronavirus testing for their employees.

PAA Stephanie Sorillo (HRA) said that New York City has never seen a tragedy that lasted this long and impacted so many.

"The loss of our family, friends, neighbors, and co-workers has been heart-breaking and we will never forget them. We appreciate our dedicated workers for all they do and we are grateful to our essential workers who put their lives on the front line and remain strong," Sorillo said. "The coronavirus pandemic has really been a wake-up call that none of us are infallible. The virus has impacted so many people and taken far too many lives. This is something none of us ever could have imagined. For those who have continued to report to work every day, we owe a tremendous amount of gratitude. They have endured more in one day than the rest of us have endured in a week."

WHY QUEENS?

Queens stands out for having two of nation's largest airports, the Unisphere in Flushing Meadows Corona Park, for having hosted the 1964 World's Fair. It's also known for CitiField, home of the Mets, and the Billie Jean King Tennis Center, home to the U.S. Open Tennis tournament. Now Queens is becoming famous for having emerged as New York City's coronavirus epicenter.

Queens is not the most populous of the five boroughs. That honor belongs to Kings (Brooklyn) with more than 2.6 million residents. And it's definitely not the most densely populated. Clearly that's New York (Manhattan).

So how did Queens County, and more specifically, Elmhurst Hospital, become the epicenter of New York City's pandemic, dealing with the greatest number of coronavirus-related deaths?

According to at least one published report, experts say the borough is home to a large number of essential-service-providing city employees, all of whom must continue to report to work instead of being able to telework during the pandemic.

With more than 120 unique languages spoken in Queens, government and community leaders are questioning whether important COVID-19 information and social distancing guidelines are reaching residents in languages they can understand.

Queens has about half the number of hospital beds per thousand people than Manhattan. Exacerbating the problem is that there are just 10 hospitals for the borough's 2.2 million residents, with a huge portion of that population extremely dependent on Elmhurst. ■




ADDITIONAL COVID-19 COVERAGE

When Quarantining Affects Your Mental Health (pages 8-9)

Mourning the Loss of Priscilla Carrow (page 18)

Scams: Don't Become a Victim (page 24)



THE 2020 CENSUS



Filling It Out Takes Just 10 Minutes & IT'S THE LAW

By Marci Rosenblum
Communications Director

It comes around only once every 10 years, but there is almost nothing more impactful in shaping the future of localities and states than the census. Results of the 2020 census help determine how hundreds of billions of dollars in federal funding will flow into communities every year for the next decade. That funding also shapes all different aspects of every community, no matter the size or the location. Responding to the census affects how your community plans for the future and your representation in government — and it's your civic duty.

Local 1180, along with most other New York City unions, has been preparing for the 2020 census for more than a year to make sure members are well informed on the importance of the process. President Gloria Middleton said that in general, most Americans do not understand why the census is conducted or what the data is used for. "We want to be sure our members are educated about the census itself, and about the process of answering the questions," she said. "Understanding is part of being involved, and being involved is what continues to make our union stronger."

Throughout the next decade, lawmakers, business owners, and others will use the 2020 census data to make critical decisions about where communities need new schools, new clinics, new roads, and more services for families, older adults, and children; how hundreds of billions of dollars in federal funding are allocated to more than 100 programs, such as Medicaid, Head Start, community mental health services, and the Supplemental Nutrition Assistance Program (SNAP); and communities across the country for hospitals, fire departments, school lunch programs, and other critical programs and services.

Middleton said that the census is basically a numbers picture of the country. "It tells who we are, where we live, and so much more," she said. "I don't think most of us realize

just how important answering the questions really is because we don't understand the direct impact it has on us and our families — everything from busing and subways to special education, school lunch programs, Section 8 housing, and programs to prevent child abuse and housing assistance for older adults — and this is just the tip of the iceberg. Making sure every single person in your household is accounted for means more dollars for New York, and that translates into more services and programs."

Of course, reaching more than 327 million Americans is not an easy task, which is why, for the first time this year, the Census Bureau has implemented an online site. In January, the first enumeration of the 2020 census took place in Toksook Bay, Alaska, since census takers in that area needed a head start while the ground was still frozen and it allowed them easier access to remote areas with challenging accessibility issues.

In mid-March, the general public was allowed to begin accessing the census online. April 1 marked national Census Day, although Middleton said that day's big push was overshadowed by the coronavirus pandemic.

"Despite everything that is going on with COVID-19, or actually because of it, it's more important than ever for all of us to fill out the census questions," Middleton said. "Our answers determine how much funding we get for hospitals and the current pandemic clearly illustrates just how desperate we are for more federal funding in New York City."

Another important reason why New York State needs an accurate headcount is so the state is allocated the correct number of legislators in the U.S. House of Representatives. The final count determines the number of seats each state has in the House and is used to draw congressional and state legislative districts based on where populations have increased or decreased.

WHAT IS THE CENSUS?

The 2020 census is a headcount of every person living in the 50 states, District of Columbia, and five U.S. territories.

WHY IS THERE A CENSUS?

The data gathered is used to allocate funding for services, products & support for you and your community, like hospitals, fire departments, schools, and roads. Results also determine the number of seats states will have in the U.S. House of Representatives, and are used to draw congressional and state legislative districts.

DO I HAVE TO ANSWER THE CENSUS QUESTIONS?

YES, participating in the census is required by law. If you do not respond, the U.S. Census Bureau will follow up in person to collect your responses.

ARE MY ANSWERS PRIVATE?

The Census Bureau is non-partisan and is required by law to protect your answers. Your responses are used only to produce statistics. The Census Bureau does not disclose any personal information.

HOW DO I RESPOND TO THE CENSUS?

For the first time this year, there are 3 WAYS to answer census questions – online, by phone, or by mail.

WHEN CAN I FILL OUT THE CENSUS QUESTIONS?

Invitations to respond to the 2020 census started arriving in mid March. At this point, you can fill out the census questions anytime until Aug. 14. That date is an extension from the original July 31 due to the COVID-19 pandemic.

IMPORTANT: THERE IS NO CITIZENSHIP QUESTION ON THE 2020 CENSUS!

Middleton reminds members that the Census Bureau will never ask for your Social Security number, bank or credit card account numbers, money or donations, anything on behalf of a political party, and most importantly for many living in the United States, whether you are an American citizen.

If you do not answer the census questions on your own, the U.S. Census Bureau will follow up in person to collect your responses. Due to the coronavirus pandemic, the self-response phase that was from March 12-July 31 has been extended until Aug. 14. Census Bureau enumerators will start knocking on doors to collect answers in person beginning May 28 instead of May 13 due to the pandemic. Middleton said the best way to avoid enumerators visiting your home is just to take the census online.

"It's 10 questions and they take 10 minutes to answer," she said. "Certainly not to make light of our pandemic situation by any means, but we are all supposed to be self-isolating anyway, so there is no better time than now to

allocate 10 minutes to getting the census questions out of the way. None of us can say that we don't have the time."

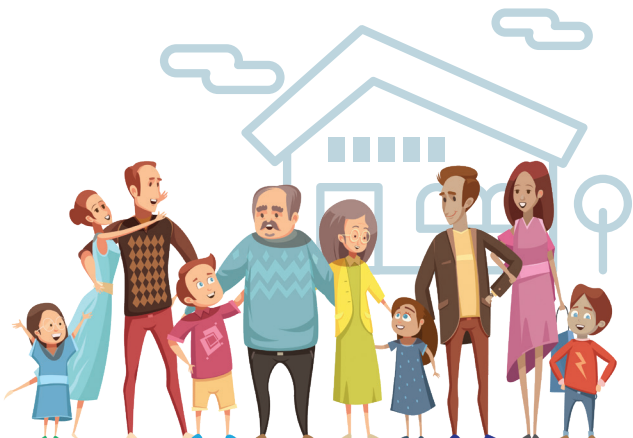
When filling out the census for your home, be sure to count **everyone** who is living there as of April 1, 2020. This includes everyone — related to you or not — who lives and sleeps at your home most of the time. There are, however, numerous exceptions, so if you are unsure of how to count someone such as a college student or a boarder, go to <https://2020census.gov/en/who-to-count.html> to find out how to count people who reside in your home who might not fall into what you consider "regular" categories.

At the end of 2020, the Census Bureau is required by law to report the population count to the President and the apportionment of seats in the U.S. House of Representatives to each state. In 2021, the initial census data will be made available to the public.

The census can be accessed online at <https://my2020census.gov/> ■

EVERYONE COUNTS

The U.S. Constitution mandates that a census be taken every 10 years to count all people—both citizens and noncitizens—living in the United States including the homeless and those living in transitory locations.



YOUR ANSWERS ARE CONFIDENTIAL

Federal law protects your census responses. Your information can only be used to produce statistics. By law your information can **NOT** be shared with immigration enforcement agencies, law enforcement agencies, or be used to determine your eligibility for government benefits.



TAKING PART IS YOUR CIVIC DUTY

Completing the census is not an option, **IT'S MANDATORY!** It's a way to participate in our democracy and say

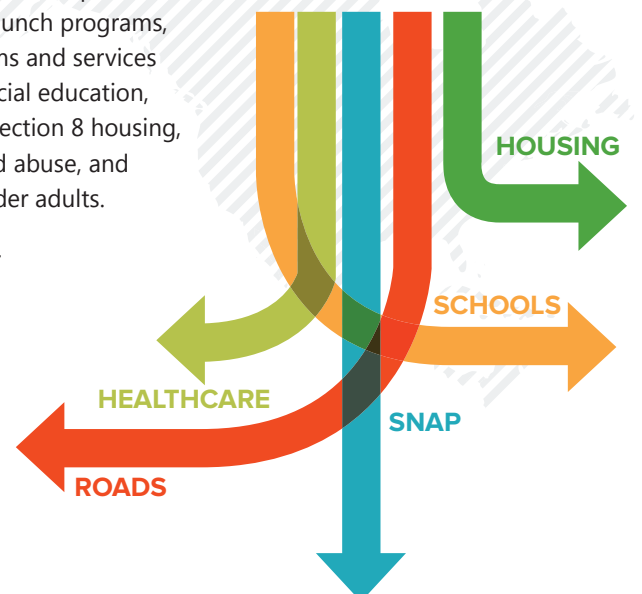
"I COUNT!"

Everyone, including children, **MUST** be counted

WHAT'S AT RISK?

Billions of dollars in federal funding for more than 100 programs such as Medicaid, Head Start, community mental health services, Supplemental Nutrition Assistance Program (SNAP); funding for hospitals, fire departments, school lunch programs, and other critical programs and services like busing, subways, special education, school lunch programs, Section 8 housing, programs to prevent child abuse, and housing assistance for older adults.

Also at risk is the number of seats New York State has in the U.S. House of Representatives.





GLORIA MIDDLETON

President

We are Definitely Living in Extraordinary Times

Life has changed dramatically in the month of March. My original message written in February was completely different and talked about gearing up for the start of a new year, a new decade. I was looking back on just some of the many great accomplishments we had in 2019 — a payout of the EEO settlement to our Admin Managers, a record number of bills signed into law in Albany, new contracts for several of our private sector shops, and of course, closing out the year with members ratifying our PAA et al agreement.

Then, in what seemed like the blink of an eye, life changed. It started off slowly, maybe for a week. Possibly a bit more. Before we knew it, life became that boulder rolling down the mountain, picking up speed ... the longer it rolls, the more speed it picks up. Once that boulder starts, it appears there is no stopping it. Just like that, the coronavirus was upon us. And there went the original message.

What's upon us now, what we are all dealing with, is what matters. This thing called coronavirus — or COVID-19, SARS CoV-2, or severe acute respiratory syndrome coronavirus 2 — pounced on New York City, New York State, our country, like a ton of bricks, and caught us all off guard. While we might have been unprepared for it at the time, we are certainly in the thick of it now. Not really given a choice but to band together and figure it out, that's exactly what we did.

Before we knew it, life became that boulder rolling down the mountain, picking up speed ... the longer it rolls, the more speed it picks up. Once that boulder starts, it appears there is no stopping it. Just like that, the coronavirus was upon us.

Initially, the news starting coming in fast and furious from all different directions. As soon as we were able to decipher one City memo, everything changed and we had to start over and move on to the next. We starting getting calls from members in all different agencies asking for confirmation on policies they were hearing about at their worksites, but we had no more news than our members. It took a couple of days, but the City of New York finally shifted into crisis mode as more and more workers starting getting sick and testing positive for COVID-19. This thing that was working its way through China where it started, and Italy where it had spread to, was

now in full gear in America, and attacking New York City — the current epicenter of the U.S. coronavirus outbreak.

As of March 31, New York reported 75,795 cases. By the time you read this, that number will have undoubtedly grown significantly higher. As the numbers increase every day, I worry about not only my family, but I am concerned and focused on Local 1180's members and their families. This virus does not discriminate.

As President of this Local, I can't help but feel responsible for each and every member and make sure you are all as safe and protected as possible on your jobs. Working with the Staff Reps, Officers, and the Executive Board, we are in touch with agencies, commissioners, OLR, and everyone else we need to be to ensure our members classified as non-essential are able to work from home, and that our members classified as essential are provided with everything they need to do their jobs in the safest possible manner.

This has been the most difficult task of all. For starters, the City initially did not have a list of titles broken down into essential and non-essential categories. They somewhat do now. And then there was the issue of figuring out how to let non-essential workers actually work from home. For some of our represented titles, that wasn't so difficult; for others, it took much more effort, which meant a lot more time.

We also had to deal with the Local 1180 office and arrange for the staff to telework as they are union members of OPEIU Local 153, and we had to comply with the Governor's mandate for non-essential staff. However, Staff Reps and Officers at the Local never stopped working. I want to thank all our members for your cooperation during this transition. We let you know that you would be able to reach us through email and via our social media outlets while our phone system was down, and your support was much appreciated.

Our Staff Reps are in overdrive making sure every member's questions and concerns are answered and dealt with as quickly as possible. This has been an experience none of us ever had before. There was, and is, no script on handling this crisis. Your messages sent in privately on social media are being forwarded immediately to the correct person. We know how worried everyone is. We know how scary this is. We are doing our best. We are all working and living in unchartered territory right now.

We continue to be diligent in communicating with our membership through our shop stewards and staff reps, the Communique, social media, our website and email blasts. The only thing that has changed for now are the site visits, which is why I am strongly encouraging everyone to please make sure you have a personal email on file with the union so you receive our regular email blasts. This is a main form of information dissemination between the union and our members. If you have Facebook, please LIKE our page (@cwalocal1180) and you will automatically follow us. We post often and the information is beneficial. During this pandemic, we are keeping in touch more than we usually do and providing you with as much information as we can.

I repeat what the Governor has said in many of his daily press conferences. We are at war. We are at war with a virus. How did we get to the point where a plague as brutal as the coronavirus has attacked country after country in all different parts of the globe? It does not differentiate based on gender, race, religion, sexual orientation, economic status, or any other factor so often used to draw a line in the sand. Whether we are rich or poor, black or white, male or female, we are all equally susceptible to COVID-19. I believe it shows just how interconnected — and the same — we all really are. This has brought out the good in so many people and businesses and organizations, all of whom are working side by side to try and make a difference, to try and help, to do what they can to stop what seems like the never-ending spiral of the coronavirus pandemic. I believe there is more that unites the world than divides us. I believe that if we all look at our own personal lives and figure out one change we want to make when this is all over, the world might just be a better place. Let's keep hope alive!

In the meantime, I urge all members to remain vigilant; continue to do everything to flatten the curve. Isolate. Stay at home. We have frontline workers who can't stay home. I salute them and thank them for their commitment to help the sick, the poor, the homeless. I pray they remain safe from this virus.

Let me say that I'm so proud of everyone for sticking together, for showing support for one other, and for helping each other. We already have lost two members to this horrible pandemic. We mourn together because we are a family. We pray there will be no more. We are #NewYorkStrong. We are #CWAStrong. We are #StrongerTogether.

MEMBERS IN ACTION

Helping Victims of Puerto Rico Earthquake



It seems like the country of Puerto Rico just can't catch a break, and with the latest natural disaster on Jan. 7 of a 6.4 magnitude earthquake, more than 7,500 residents were forced to leave their homes for other kinds of shelter. Months later, thousands are still living outside and in desperate need of linens, diapers, personal hygiene items, and so much more. That's where Local 1180 members once again stepped up to the plate, collecting nearly 400 items that will be shipped down to Puerto Rico, including light blankets, sheets, pillows, diapers, baby wipes, hand sanitizer, and women's personal products. The collection was organized jointly by the union's Hispanic Committee, Women's Committee, and Civil Rights and Equity Committee. Pictured are DOT members organizing the donations before they are brought to the union. At left is Milagros Jorge; at right: Earlene Powell. ■

Budget Crisis Rally in Albany

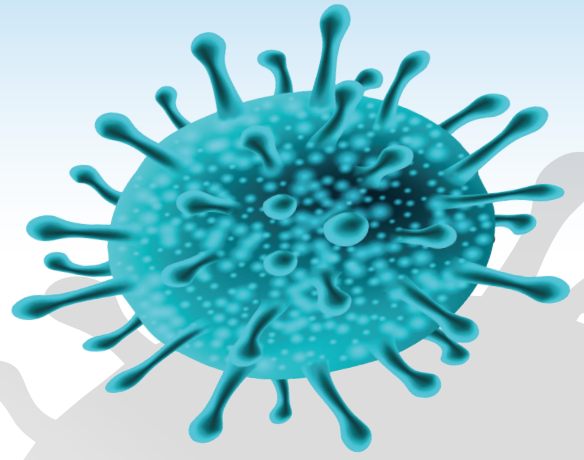
More than two dozen Local 1180 members hopped a bus with little notice on March 3 to head to Albany to partake in a Budget Crisis Rally, sending a message to state legislators that balancing the budget on the backs of hardworking New Yorkers is not ok. Local 1180 was just one of several unions that banded together at the Capitol to let Gov. Cuomo and others know that New Yorkers are overwhelmingly in support of commonsense revenue enhancers, but that does not mean cutting services and programs that so many count on daily. More than 500 union members and activists demanded new taxes on the ultrawealthy in the upcoming state budget and pressed for significant investments in public services that millions of New Yorkers rely on. Those rallying said that implementing a new billionaires wealth tax, ultramillionaires tax, and a pied-à-terre tax would generate more than \$12 billion in revenue. New York has 112 billionaires sitting on \$525 billion in wealth and more than 46,000 multimillionaires calling the Empire State home. "That's revenue that could be used to fully fund critical state services, such as public education, public higher education, health care, public housing and transportation," said Helen S. Jarrett, Local 1180's mobilization coordinator, who attended the event. Representing Local 1180 were: Nettie Grandison, Helen S. Jarrett, Ziva Gardner, Angela Greaves, Linda



Frazier, Debera Tyndall, Debra Paylor, Lisa Lloyd, Delores Smith-Johnson, Anthony Lewis, Judith Felder, Lielith Ferguson, Deborah Valentin, Beverline Parks, Mike Pricoli, Lena Solow, Corinne Ford, Juanita Lewis, Marc Baron, Thomas Henry, Ranston Foster, Romano Jones, Ashie Henry, Jacqueline Marshall, Carol Porter, Jacqueline Marshall, Antoinette Hutchinson, and Sylvia Williams. ■



By Marci Rosenblum
Communications Director



When Quarantining

Affects Your Mental Health

Almost everyone relishes a day at home doing nothing. But when one day turns into two, and two into a week, and one week becomes a month, well, that's when most people need a mental health check.

The coronavirus pandemic has affected more than physical health; it has taken a toll on the mental well-being of millions of Americans practicing self isolation and social distancing. In fact, recent studies have found social isolation is associated with increased risk in physical health conditions including high blood pressure, high cholesterol, elevated stress hormones, and weakened immune systems.

Social distancing has turned into social isolation and that is taking a toll on not only our members and our retirees, but Americans everywhere.

our retirees, but Americans everywhere," said Suzanne Beatty, Director of Local 1180's Retiree Division and a licensed master social worker. "As humans, we are used to interacting, being in touch with others, seeing people, and getting out. Spending weeks on end cooped up in your home can be emotionally difficult for just about anyone."

In addition, most daily routines have been disrupted, which can be another contributing factor to mental duress. Circulating as common social media memes are people asking each other what day of the week it is, and there's a lot of truth to these.

"While they can be funny, they are still serious as one day just blends into the next during times of quarantine," Beatty said. "People actually do not have any idea what day of the week it is. A weekday seems the same as a weekend. The best advice is to try and stick to some sort of regular schedule, whatever that might be, especially if you have children."

According to the National Alliance on Mental Illness (NAMI), both the anxiety of contracting the illness and the increase in loneliness and isolation can worsen and trigger a whole host of previously unknown mental symptoms. Acknowledging, recognizing, and acting on mental distress in these uncertain times is key to lessening the impact.

"Social distancing has turned into social isolation and that is taking a toll on not only our members and

People are grappling with how much their lives have changed in such a short time. Nearly half of Americans feel the coronavirus crisis is harming their mental health, according to a poll conducted in March by the Kaiser Family Foundation (KFF) that demonstrates how the COVID-19 pandemic has escalated into a nationwide psychological trauma. The survey found that 45 percent of adults say the pandemic has affected their mental health, and 19 percent say it has had a "major impact." The rates are slightly higher among women, Hispanic adults and black adults, the survey found.

Most people had some form of stress in their lives prior to the pandemic, so developing a quarantine routine will help minimize the stress level. Now is also a time to tune in to how you would have responded to stressors prior to the pandemic and try to implement those solutions into current life because no one can predict how much longer the quarantine will continue.

Of course, the coronavirus has brought about a whole new level of stress. The KFF poll found that the key worries related to the coronavirus pandemic are:

- You or someone in your family will get sick;
- Your investments, such as retirement or college savings, will be negatively impacted;
- You will lose income due to a workplace closure or reduced hours;
- You will not be able to afford testing or treatment if you need it; and
- You will put yourself at risk of exposure to the virus because you can't afford to stay home and miss work.

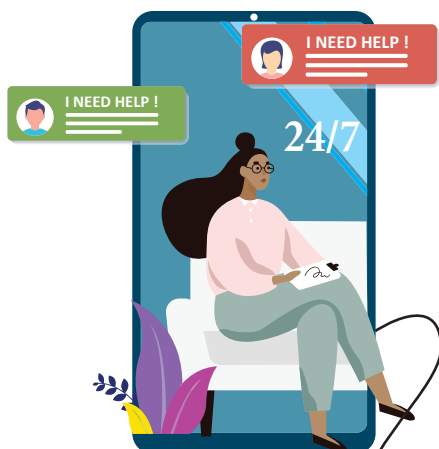
NAMI says that having a working knowledge of different mental health implications can help address the mental health risks of this global pandemic. The potential symptoms to watch out for are anxiety, obsessions, loneliness, and traumatic stress. But identifying them is one thing; dealing with them is another.

Local 1180 President Gloria Middleton said the union has seen an increase in the number of members reaching out inquiring about the mental health benefit. "Our members are worried, they are scared. Many just need someone to talk to, and who can blame them," she said. "We have been referring our members to one of several mental health options we have available and are strongly encouraging everyone to reach out if they are feeling anxious, overwhelmed, or distraught."

NAMI has reported that in New York City, call volume to its own helpline skyrocketed since the onset of the coronavirus. Some federal and state health authorities are rushing to maintain psychological support. The U.S. Department of Health and Human Services has expanded access to teletherapy, including for Medicare, and some states are waiving telemedicine restrictions for Medicaid. The U.S. Drug Enforcement Administration is now allowing DEA-registered practitioners to prescribe medications virtually in some instances without having to first meet a patient face-to-face.

While NAMI offers the following coping strategies to help get through uncertain times, **Local 1180 is not recommending members use these in place of seeking professional help.**

- **Be Mindful of Your News Consumption:** The news can be helpful but obsessively reading and watching about the outbreak can be detrimental to mental health. Rely on only one or two reliable sources of news as misinformation and bad reporting are rampant.
- **Make a Health Plan:** Education can be critical to alleviating stress and anxiety. Speak to your health care advisor about coronavirus precautions specific to your health needs. Learn about coronavirus preventative and precautionary measures from reliable sources. Make a plan for your household needs — a shopping list, a pharmacy list. It may also help to develop an emergency plan, especially for elderly members of the family.
- **Stay Connected:** Stay connected with friends and family by videoconferencing, email, messenger, and text, especially those who may be isolated. Be ready to listen to their concerns and share yours. Talking to another person about worries and fears can help, and just knowing that others share them can validate your own fears and worries.
- **Take Care of Yourself:** It's essential to make your health a priority during this time. The critical self-care activities are sleep, physical exercise and a healthy diet. Find ways to address forms of stress, such as journaling, going for walks, or calling a loved one.
- **Practice Mindfulness:** Try not think of the future or worst-case scenarios. There are many online references and books, YouTube guided meditation and yoga videos, and apps such as Headspace.
- **Help Others:** The helper principle shows that helping others is also a benefit to the helper. This doesn't mean going outside your house. It could mean calling an elderly neighbor, helping someone pay a bill online, or teaching a technology-challenged friend how to Facetime. ■



THESE ARE EXTRAORDINARY TIMES

The CORONAVIRUS PANDEMIC

has us all

STRESSED OUT

If you are

feeling **overwhelmed, anxious**, having **difficulty concentrating**, or any other **mental health issue...**

PLEASE REACH OUT FOR ASSISTANCE



HCAMS

Healthcare Assistance with Member Support (HCAMS) offers a **confidential, no-cost** Employee Assistance Program to all members and their families 24/7

888.828.7826
unionsupport.org

FHEHealth

Our tollfree number is available 24/7 to address issues on a **confidential** basis.

888.613.5321
FHEHealth.com

NYC WELL

You will be able to text, call or chat online with a mental health specialist. You will also find a link to COVID-19 Digital Mental Health Resources

nycwell.cityofnewyork.us

Available to both public and private sector members

By Marci Rosenblum
Communications Director

STATE STARTS DECADE

\$6.1 BILLION IN THE RED

COVID-19 ESCALATES THAT TO \$10-\$15 BILLION & GROWING

Being in debt was not a new phenomenon for New York State. Being \$10 BILLION-\$15 BILLION — and counting — was. The question state legislators grappled with as they headed into the final days leading up to the new fiscal year was not whether the COVID-19 pandemic would impact the state budget, but rather just how much of an impact it was going to have.

The state began 2020 with a \$6.1 billion budget shortfall, largely due to a \$4 billion increase in Medicaid costs. That number grew with the onset of the coronavirus and escalated just as quickly as the plague itself.

On April 3, just two days past deadline, the impact of the pandemic came to light when lawmakers approved the Governor's \$177 billion budget for fiscal year 2021. The state is expecting at least \$10 billion less in tax revenue, with some estimating the shortfall to be around \$15 billion. Either way, the gap is one that officials are reportedly hoping to bridge with federal aid, short-term loans, and cuts, the latter of which is the most worrisome to labor.

Statewide, restaurants, nail salons, bars, casinos, theaters, gyms, retail stores, and basically everything that brings in revenue to the state have been shuttered for weeks. By the time this pandemic comes to an end, those weeks will have turned into months. Not only are businesses losing money, but employees have been laid off and are not spending money.

"The impact of this pandemic is going to be felt for quite some time, but that does not mean that the brunt of this economic burden can be placed on the shoulders of the hardworking men and women already counting on two incomes to support their families," said Local 1180 President Gloria Middleton. "There are plenty of other ways to balance a budget, like increasing taxes on the multitude of millionaires and billionaires we have residing here."

In fact, CWA and other labor unions spent months earlier this year pushing an agenda that included closing the budget gap with a BILLIONAIRE'S WEALTH TAX that would have imposed a 2% tax on wealth — stocks, bonds, mansions — for New York State's 112 billionaires holding a combined total of \$525 billion; an ULTRAMILLIONAIRE'S TAX that would have implemented an increase for the top 1% — 56,000 NYS millionaires — with additional bracket increases at \$5 million, \$10 million, and \$100 million in annual income; and a PIED-A-TERRE TAX on luxury second homes in Manhattan that the wealthy don't even live in.

"New York is the most unequal state in the country, with the richest 1% having an average income of \$2.2 million or 44 times higher than the average of the other 99%," Middleton said. "The ultra-rich can afford to pay more, while the working middle-class cannot."

Unfortunately, the state legislature did not agree. In the end, legislators refused to implement any new taxes on the ultrarich. They did, however, give the governor a one-year window to unilaterally cut spending if warranted in recognition that the state's financial outlook may worsen.

"New York is the most unequal state in the country, with the richest 1% having an average income of \$2.2 million or 44 times higher than the average of the other 99%," Middleton said. "The ultra-rich can afford to pay more, while the working middle-class cannot."

Middleton said that in light of the state's bleak economic outlook, it's unfortunate that legislators refused to look at a revenue stream that could have easily closed the gap without burdening anyone.

It is estimated that mandating the ultrawealthy to pay their fair share in taxes would have generated more than \$12 billion in revenue for the state — money that could have been used to fully fund critical state services. In a poll taken by labor earlier this year of 1,000 registered New York voters, 92% of New Yorkers supported new taxes on the super-rich. That support even cut across all regions of the state and all party lines, with 95% of Democrats, 87% of Republicans and 89% of unaffiliated voters backing the tax proposals. Furthermore, 64% of voters polled said that implementing these new taxes on the super-rich would have a good impact on New York's economy, and 72% said they would be more likely to vote for a candidate who favored passing new taxes on ultra millionaires.

"We need common-sense solutions to the staggering wealth inequality that continues to widen, making it virtually impossible for the average family to live and work in New York," Middleton said. "Using the middle-class repeatedly as answer to the state's fiscal woes is just not going to cut it any more. Our legislative leaders need to come up with something more innovative. Just like our lives won't go on as usual after this pandemic is over, neither can the way business is done in Albany. It's time to try something new, like proportionately taxing those who make the most."

Earlier this year, State Comptroller Thomas DiNapoli issued a report claiming the state's revenues were "plunging, along with the stock market, and that spells a difficult time ahead for the New York budget," thanks to the coronavirus pandemic. Another contributing factor to the state's lack of revenue is that the federal government has moved the tax filing deadline from April 15 to July 15, which will postpone anticipated revenues.

As a means of combatting these revenue losses, lawmakers had discussed allocating less funding for public schools, an option that unions agreed was unacceptable. In the end, draconian cuts to school aid were averted, in part thanks to additional money from the federal government's stimulus package.

As for the highly controversial Medicaid debate, the Governor's proposed solution was to appoint a Medicaid Redesign Team (MRT) to hammer out the details of finding \$2.5 billion in savings. In the end, however, he was not able to change the share of costs that localities would have to pay — but he did get lawmakers to approve proposals to tighten eligibility rules for managed long-term care programs that help the elderly and disabled. The State also wants to make New York City and other localities contribute hundreds of millions to help ailing hospitals and nursing homes. These types of structural changes to reduce billions in spending on the state's growing Medicaid program that the governor blamed for helping create the initial \$6 billion deficit were tops on his legislative agenda for the year from the outset.

Middleton said that it appears that the CUNY School of Labor and Urban Studies was spared from any budgetary cuts. "Although we don't expect to get the increase we wanted, we should be able to continue to provide vital educational programs to our members and those from other union so they can continue to enhance their academic skills and advance their career paths," she said.

WHAT'S INCLUDED IN THE BUDGET

New York Hate Crime Anti-Terrorism Act: Establishes a “domestic act of terrorism motivated by hate” crime as a new A-1 class felony punishable by up to life in prison without parole.

Closes the Out-of-State Gun Loophole: Prohibits individuals from obtaining a gun license who commit serious offenses out-of-state that would disqualify them from obtaining a gun license if committed in New York.

Housing and Services for People who are Homeless, Including Those with Mental Illness: An aggressive strategy and additional support to provide housing and services to these vulnerable populations.

Comprehensive Tobacco Control Policy: Prohibits the sale of tobacco products, including e-cigarettes, in all pharmacies; restricts the delivery of e-liquid products only to NYS-licensed vapor retailers; restricts the public display of tobacco and vapor products near schools; bans coupons and manufacturer discounts and displays in shops; and increases penalties for illegally selling tobacco products to minors.

Prescription Drugs: Lowers prescription drug costs for all New Yorkers. Caps insulin co-payments at \$100 per month for insured patients to help address the rising cost of insulin that has resulted in diabetes patients rationing, skipping doses and not filling prescriptions.

Restore Mother Nature Bond Act: Creates a \$3 Billion Bond Act to fund critical environmental restoration and climate mitigation projects to ensure New York is able to adapt to the intensifying impacts of climate change, and reduce emissions, while creating jobs and local economic development.

Continuing Middle Class Tax Cuts: Continues to lower Personal Income Tax rates for middle-class New Yorkers. Income tax rates will continue to drop to 5.5 percent for taxpayers in the \$27,900-\$161,550 tax bracket and 6 percent in the \$161,550-\$323,200 bracket.

Banning the “Pink Tax”: Require certain service providers to provide price lists for standard services upon request and notice that gender-based price discrimination is prohibited under state law.

Veteran and Law Enforcement Suicides: Invests \$1 million to partner with organizations to help veterans, law enforcement and first responders with suicide prevention efforts. The Budget also directs state agencies to expand suicide prevention strategies for veterans, law enforcement, correctional officers and first responders.

Comprehensive E-Bike and E-Scooter Legislation: Legalize and expand the e-bike and e-scooter network without compromising on public safety.

Transferring Pier 76 Tow Pound to Hudson River Park for Reuse: Transfer of Pier 76 from its use as a tow pound for the NYPD to the operational control of the Hudson River Park Trust to integrate into the park complex, maximizing green space, recreation and community access and market potential.

Banning high-risk sexual offenders from accessing the MTA subway, bus and rail systems: Prohibit individuals who engage in unlawful sexual conduct against an MTA passenger or employee or a crime involving assault against an MTA employee from using MTA transportation services for up to three years, or as long as on probation, if less.

Removing Guns from Domestic Abusers: Authorizes law enforcement to remove guns from the scene of a domestic violence incident and to seize weapons from the home of an individual who becomes subject to a protective order arising out of a domestic dispute.

Expanding College Student Enrollment in Supplemental Nutrition Assistance Program (SNAP) Benefits: Establish policy to make more community college students eligible for essential SNAP benefits by establishing a state policy that community college students engaged at least half-time in career and technical education courses of study are exempt from the requirement to work 20 hours weekly to qualify for SNAP.

Prevailing Wage: Requires that workers on private projects receiving a significant public subsidy will be paid a prevailing wage. ■

FEDERAL STIMULUS CHECKS On Their Way to Most Americans

The \$2.2 trillion stimulus bill signed into law includes help for American families hurting financially due to the economic impact of the coronavirus. Most adults will receive \$1,200 checks, plus \$500 for each of their children.

About 145 million Americans are eligible for stimulus checks, depending on their income, with most starting to receive their checks around mid-April. Another 64 million Americans receiving Social Security and disability income will also receive checks, many of them electronically.

You will be eligible to receive payments of \$1,250 per individual and \$500 per eligible dependent based on your Adjusted Gross Income as reported your 2019 tax return. If you have not filed your 2019 return, your 2018 return will be used. Payments will be directly deposited if the Internal Revenue Service has your bank account information on file, otherwise a check will be mailed.

To determine how much you'll get, you can use a stimulus check calculator at <https://www.omnicalculator.com/finance/stimulus-payment>

	Full Payment	Partial Payment	Not Eligible
Single	\$75,000 or less	\$75,000 – \$99,000	Above \$99,000
Married Filing Jointly	\$150,000 or less	\$150,000 – \$198,000	Above \$198,000
Head of Household	\$112,500 or less	\$112,500 – \$146,500	Above \$146,500

MEMBERS IN ACTION

Civil Rights & Labor Breakfast



More than a dozen Local 1180 members attended the Feb. 27 "I Am A Man" Civil Rights & Labor Breakfast at Emblem Health. Dr. Martin Luther King, Jr. knew the labor and civil rights movements were deeply connected, and both critical to the goal of equality and economic justice for all. This panel discussion focused on Dr. King's legacy, the continuing unity of the labor and civil rights movements, and the importance of the 2020 Census. Pictured: Ava George, DEP Shop Steward; HRA Retiree Delores Smith-Johnson; Local 1180 Organizing Coordinator Deborah Valentin; CCRB Shop Steward Mason Logie, Jr.; HPD Shop Steward Rosario Roman; Local 1180 Mobilization Coordinator Helen S. Jarrett; DDC Activist Donald Everett; Member-At-Large Hilary Bloomfield; DOHMH Shop Steward Sheila Fleming; H+H Shop Steward Debera Tyndall; DCAS Shop Steward Carmen Carter; DOC Shop Steward Floretha Bryant; Local 1180 Staff Rep Lena Solow; Brooklyn District Attorney Shop Steward Verhay Gill-Lewis; Local 1180 Assistant Supervisor of Staff Reps Teesha Foreman; HRA Shop Steward Benjamin Clinkscapes; and DOHMH Activist Debora Welch. Attending but not pictured, TRS Shop Steward Niasha Walker. ■

Toys & Pajamas for the Holidays

Local 1180's Civil Rights and Equity/Community Service Committee and the Hispanic Committee joined forces for the 2019 annual Toy Drive and Pajama Drive that were both highly successful in bringing in loads of donations. Thanks to the generosity of the members, 375 toys, 98 sets of pajamas, and \$60 in cash were collected from both active members and the Local 1180 Retired Members Chapter. This donations helped to support three local drives — Medgar Evers College (Transition Academy), the Brooklyn Cinderella Project, and the Aurelia Sorority. Civil Rights and Equity/Community Service Committee Chair Hazel O. Worley said, "I am excited that all the donations went to families residing in shelters and our donations had a great impact on their holiday season. It is an honor to chair a committee that always looks for ways to connect our members with people that could use a helping hand and give everyone involved an opportunity to have a lasting impact on others. In light of all that is going on in our nation and this society, Local 1180 members always answer the call during the holiday season for those who could use a gift or two during this time. On behalf of everyone involved in both the toy drive and the pajama drive, we thank you so much for your help and support." Pictured in top photo sorting toys are Dana Holland (FDNY), Marilyn Gipson (FDNY), and Regina Kelly (HRA). In bottom left photo sorting pajamas are Gipson and Holland. Bottom right: Transition Academy members happily accepting some of the Local 1180 collection. ■



Hispanic Committee at Somos



Four Local 1180 Hispanic Committee members attended this year's Somos 2020 Conference in Albany. Somos is a nonpartisan organization committed to addressing the needs of the Hispanic population of New York State and uses the conferences as a platform for legislators, scholars, businesses, and labor to address various concerns pertinent to the Hispanic community. Pictured from left are Juana Polanco, Debra Busacco, Venus Williams, and Evelyn Giwa. In bottom right photo,



Williams and Giwa are with NYC Comptroller Scott Stringer. ■

Disability Rights are Equal Rights

Disability Committee Member Alicia Smith addressed a crowd at a Jan. 28 mass transit accessibility rally, saying "it is not acceptable in the great City of New York for less than 20% of New York subway system stations and lines to have elevators, the lowest of any major U.S. city. Elevators are needed by New Yorkers with disabilities, parents of small children who try to transport them in baby carriages, and seniors, including many of our active and retired members.

More than 90% of our union's members are women and more than 90% are people of color. Just as our union is fighting against violations of the 1963 Equal Pay Act and the 1964 Civil Rights Act in which our members who are women or people of color are paid much less than white males for doing the same work, we also oppose any discrimination against people with disabilities. Let's work together and try to find a way to build many more elevators and ramps and make all New York City subways and subway lines accessible as soon possible with a legally binding enforceable agreement as the disability community is now demanding. An injury to one is an injury to all." ■



Winter Gear Keeps FAITH Warm



Denise Gilliam, Chair of Local 1180's Women's Committee, said she couldn't have been prouder of the donations that came in at the end of last year as part of the Winter Gear Drive of hats, scarves, gloves, and mittens. The abundance of items was donated to the organization "Fathers Alive in the Hood" — or F.A.I.T.H — on Jan. 25, 2020. According to the group's social media account, their mission is to develop and nurture interpersonal relationships between children, parents, schools, religious institutions, and communities. Kenny Carter, pictured second from right, founded the organization in 2012 and became involved in activism work in 2006 following the murder of Sean Bell. Pictured with Carter are, from left: Local 1180 Mobilization Coordinator Helen S. Jarrett; Gilliam; Shawlamar Carter, Vice President of F.A.I.T.H. and Executive Director of the Our Girls Matter program within F.A.I.T.H; and Local 1180 Organizing Coordinator Deborah Valentin. ■

White Socks for Our Troops

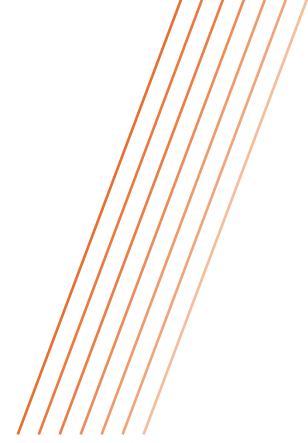


One of the most requested items from service members and veterans is white tube socks. Our deployed troops and veterans alike put socks way up on the "want" list. Just think about how a nice, new pair of socks feels when you slip them on your feet and you'll understand why they request socks so often. That is the presentation committee member Dana Holland (newly retired FDNY) gave to the Civil Rights and Equity/Community Service Committee that led to the first — and highly successful — White Sock Drive for Our Troops, with a total of 320 pairs being donated. The drive became a collaborated effort between the Brooklyn Community Coordinating Committee and the Civil Rights and Equity/Community Service Committee. Members from both committees wrote thank you notes to service members and stuffed them into the socks before they were donated to active and retired veterans. ■



GERALD BROWN

Second Vice President



Education is the Passport to the Future

The CWA Local 1180 Education Fund is committed to providing assistance in various education programs to members. Please review the below list of programs:

CUNY School of Labor and Urban Studies (SLU) was established in 2018, and was formerly known as the Murphy Institute. Local 1180 sponsors qualified students up to 24 undergraduate and 24 graduate credits at SLU, and includes most registration fees, but students are responsible for application fees, and must meet admission requirements.

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.

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.

The Local 1180 Bargaining Committee negotiated an increase in education funding in the most recent collective bargaining agreement. I will introduce discussion with the Education Fund Trustees to consider an increase in this benefit.

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 & Seminars

Local 1180 will reimburse qualified students up to \$100 per calendar year for most adult education job-related courses and seminars. This include 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. However, the Education Fund Trustees will consider an increase in this benefit total as well.

Workplace Literacy Courses

Local 1180 provides Workplace Literacy Courses at Local 1180 (6 Harrison St., Manhattan). The courses are held week nights and on Saturdays. Course offerings are primarily courses that will enhance your career development. For updated course offerings, visit the CWA website at www.cwa1180.org/training-home. Courses require a deposit that will be refunded with satisfactory attendance.

Workplace Literacy Seminars

Local 1180 offers Workplace Literacy seminars and workshops at the Union, 6 Harrison Street, Manhattan.

The Pre-Retirement Seminar is two days and addresses all aspects of retirement.

The Home Ownership Seminar is one day and covers ownership of a single- or multiple-dwelling house, condominium, and coop apartments, as well as mortgage refinancing. This 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 in conjunction with exams that are held by DCAS for Local 1180 titles.

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

Online Courses

The COVID-19 pandemic has made the world turn even more to the tools of online learning. With our changing membership, we are getting more requests from members to take courses in the comfort of their homes at times that are more conducive to their own schedules. We are currently researching this option. ■

The COVID-19 pandemic has made the world turn even more to the tools of online learning. With our changing membership, we are getting more requests from members to take courses in the comfort of their homes at times that are more conducive to their own schedules.

CUNY School of Labor and Urban Studies courses are offered at two locations: 25 W. 43rd St., 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.

The 43rd Street location has a writing center to assist students individually with their writing needs.

This serves as an excellent program for individuals re-entering the academic world. They also offer ad hoc seminars and workshops on various subject matter.

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

MEMBERS IN ACTION

Venus Williams Honored



Member-At-Large and Staff Representative Venus Colon-Williams was honored by New York State Assembly member Marcos A. Crespo for her contributions to the hispanic community. Local 1180 President Gloria Middleton joined in on the special occasion. ■

Leafleting in Brooklyn



New member Debora Welch (PAA, DOHMH) volunteered her time earlier this year to leaflet in Bedstuy Brooklyn (left photo) on behalf of NYS Attorney General Letitia "Tish" James, a longtime and avid supporter of labor, who was warning New Yorkers about the increase in new scams (see page 24). Pictured at right, Carol Griffith (PAA, NYPD) also volunteered on behalf of AG James in Brooklyn. ■

Black History Celebrations



Members Carolyn Chamorro, Genny Sánchez, Wanda Davis, Florence G. Anthony, Jeannette D. Taylor, and Judith Wright celebrated Black History Month on Feb. 6 with Bronx Borough President Ruben Diaz, Jr. inside the Veterans' Memorial Hall at the Bronx County Building. Diaz recognized African Americans in the Bronx who give back to the community. "You cannot tell the story of the United States of America without telling the story of its Black people and honoring their contributions to our culture. Black people have accomplished incredible things and are still making history everyday, which is sure to inspire generations of boys and girls to come," Diaz said. ■



Local 1180 member Vanessa Eddy Thompson (PAA, H+H) with New York State Assembly Speaker Carl Heastie at North Central Hospital's Black History Celebration. ■



Local 1180 Member-at-Large Hilary Bloomfield (top right) with NYS Senator Roxanne Persaud, NYS Senator Velmanette Montgomery, NYC Councilwoman Vanessa Gibson, NYS Assemblywoman Latrice Walker, Bronx District Attorney Darcel Clark, and Congresswoman Yvette Clarke at the New York State Black and Puerto Rican Caucus in Albany in February. ■

RETIREE REPORT

Director's Column



Suzanne E. Beatty, LMSW
Retiree Division Director

The Retiree Division was in the middle of providing benefit reimbursement support and social events for 1180 retirees when the COVID-19 pandemic struck. Without warning, we had to pack up our things, close our doors, and relocate in order to work from home and be able to continue to service our retirees from a different location.

We canceled our Southern States Retiree Benefit Conference and requested refunds for our tickets to Tina Turner on Broadway for May. Finally, with the phones hooked up, we fielded calls from retirees asking if our three-day trip to Dover Downs Casino would still happen in June and if they could come in to the office to file their benefits reimbursement paperwork.

These are definitely some strange times we are living in right now. This is uncharted territory. It's scary. It's lonely. It's isolating for everyone. Remember, you are not in this alone. Everyone is in the same boat. Be sure to reach out for help if you need it. The Retiree Division is here to answer your questions; ask family for assistance; call a friend or a support group. Do whatever it takes to get through this because there will be an end to the coronavirus pandemic.

Since we are all under the same stay-at-home orders, and you are unable to stop by the office, (please do not come by, the office is closed) these are the top 5 things that 1180 retirees need to know right now that we would have workshops on in the office if we could.

BENEFITS

Time to File for Reimbursement of Supplemental Benefits is EXTENDED

We are suspending the submission due date rules because of the COVID-19 pandemic. We understand the difficulty in getting paperwork to us at this time and the limited options to receive the required information to process a claim. Members who do have their paperwork complete can email the documents and completed paperwork to benefits@cwa1180.org or fax them to 212.219.2450.

If these options are not feasible, we recommend waiting until this pandemic has passed before filing your claim rather than going to the post office to send everything and exposing yourself to the virus. Remember, the Retiree Office is currently closed. If you are assembling paperwork at home and have questions, call the Retiree Division at 212.226.5800 or email us at retireedivision@cwa1180.org

SCAMS & MISINFORMATION

Scammers are taking advantage of fears surrounding the coronavirus. In fact, authorities say there has been a surge in fraud and cons seeking to capitalize on these fears. Federal, state, and local law enforcement authorities report an explosion of fraud across the spectrum, everything from low-tech to high sophistication. Therefore, please note:

- There are no changes to your Medicare, health insurance, or Local 1180 reimbursements or benefits because of the coronavirus. Your health benefits have not changed and there are no proposed changes due to COVID-19. There are no changes in Medicare related to the virus.
- No one will contact you about your health insurance because of the virus. Do not give out any personal information over the phone, through email, or by phone. EVER.

Please read the story on the back page of this Communique. It is highly informative and lets you know what to be aware of when it comes to scams.

Misinformation: This could be incorrect information about coronavirus cures like "use a hot hair dryer to blow up your nose to dry particles before they reach your lungs" (FALSE!) or "the city is stopping all public transportation" (FALSE!). Only listen to information coming from REAL trusted sources, not sites that claim to have the inside scoop. Check the Local 1180 website at www.cwa1180.org for helpful links.

TECHNOLOGY

The COVID-19 pandemic has made the world turn even more to the tools of technology to connect people quarantining themselves now that most states have stay-at-home orders. Use this time to have adult kids and grandkids show you how to use videoconferencing technology like Zoom, Skype, and Ring, and social media apps like FaceTime and What's App so you can see your friends and loved ones while you are talking to them. Believe me, it makes a huge difference. This is also a great time to learn how to use Facebook, Twitter, Instagram and other smartphone apps your grandkids never had time to teach you. Guess what? They do now. They are home and probably bored. All of this technology is a great way for you to stay connected face-to-face.

BALANCING SELF & RELATIONSHIPS

It used to be that retirees were home alone all day while the world worked and kids were in school. Retirees had the day free to choose as they wanted. You could help family or run errands or just relax. COVID-19 changed so much of that in such a short time. Now you may find yourself in a full house with no place to hide, or you may feel quite isolated now that you cannot run around like you are used to. Either way, you still need to find a sense of peace within yourself.

Take time for yourself for an hour a day if you need space from extended family, or spend time catching up with friends and family on the phone if you are feeling isolated. Try out one of the social media sites listed in the Technology section. Social distancing does not necessarily mean social isolation. Now would also be the time to accept the kindness of family, neighbors, and friends that offer to run your errands while they do theirs. With COVID-19, the goal is to cut down the amount of physical contact with others. Anything that achieves that goal is worth saying yes to, and can also be an opportunity to build a stronger, more positive bond with others. It has been proven that helping others has a profound effect on your brain chemistry, promotes joy, and realigns you with a sense of purpose. So in a way, if you receive help from another, you'd be helping them, too.

HEALTH & MENTAL HEALTH

I don't care how many floods you survived or how important it is to get the latest version of PEOPLE magazine, every expert agrees that due to the highly contagious nature and extreme consequences of this virus, everyone should be taking this very seriously. Even if you are as strong as an ox, it doesn't matter! You could transmit this to another who may not have the same ox genes as you do. Please follow all guidelines and STAY HOME. And while your home, don't feel the need to be the foremost expert on every new COVID-19 development. The information is overwhelming on so many levels and is everywhere you look. Go on a news break every now and again so you do not find yourself on information overload. Get your daily dose and move on to other thoughts and activities that promote a state of wellness. Most importantly, be sure to read the story on page 7 for great tips and techniques on taking care of your mental health during this pandemic.

NYC GRAB & GO LUNCHES: Senior centers are closed throughout NYC, but are still offering Grab & Go LUNCHES ONLY Monday-Friday, 11 a.m. – 1 p.m. Seniors should bring ID, but will not be turned away if they do not have it. Aides are eligible to pick up meals on behalf of the seniors, but should communicate with the center ahead of time. Call before you go as hours of operation and staffing can change from day to day. For more questions, call 3-1-1 or contact info@NYCfoodpolicy.org

Check your email for weekly updates from the Retiree Division

Now, more than ever, we need to stay in touch with our retirees. Starting in April, and through the rest of the COVID-19 pandemic, the Retiree Division will be sending out emails a couple times a week to retirees who we have an email address for. Sometimes the emails will have important news, sometimes they will just be to check in and see how you are doing, other times they might be to just send you something we thought might make you smile, a word search like the one below, or a funny meme. Need to update your email or don't have one on file yet? Send information to retireedivision@cwa1180.org

Retiree Division Hours During COVID-19 Pandemic

The Retiree Division office is closed currently closed but our staff are still working and available to take your calls Monday-Friday from 9 a.m.-5 p.m. Call and tell us how you are spending your time.

Special Supermarket Shopping Hours for Seniors Only

If you need to go to the store during this coronavirus pandemic, the following stores have special shopping hours for seniors and people with compromised immune systems. Please call to confirm hours and continue to keep 6 feet away from all others shoppers: Dollar General, Fairway Market, Stop and Shop, Costco, Big Lots, Target, Trader Joe's, and Whole Foods. There might be others, too, but these are the ones that the Retiree Division has been able to confirm.

Complete the Word Search Below & Win a Prize

With the Easter and Passover holidays upon us, and most of us unable to spend them as usual with family and friends, the Retiree Division decided this year to do something special for our retirees. If you complete the word search below, cut it out and return to the Retiree Division office AFTER the office reopens, you will win a special prize. You have until Dec. 31, 2020 to submit, so there's no rush. You also have the option of scanning your completed word search and emailing it to retireedivision@cwa1180.org but be sure to include your full name and address. Good luck and have fun!



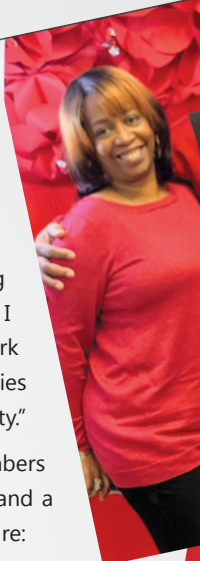
Spring Holiday Word Search

D	O	B	P	B	E	T	A	L	O	C	O	H	C
T	R	D	I	H	S	D	N	I	F	S	N	P	G
G	A	I	D	L	I	L	Y	T	K	P	Z	A	D
C	S	C	H	A	F	P	L	C	P	L	C	S	K
P	O	E	H	A	S	L	I	A	S	K	A	S	U
I	E	S	D	C	G	H	O	E	G	P	C	O	E
L	T	E	T	E	C	A	G	W	G	W	A	V	A
U	M	B	L	S	R	S	D	N	E	E	O	E	S
T	A	A	I	F	E	G	A	D	I	R	G	R	T
W	T	S	R	W	I	N	E	H	A	R	S	O	E
O	Z	K	P	L	A	C	E	A	O	H	P	N	R
A	A	E	A	T	B	U	N	N	I	E	S	S	U
L	H	T	L	C	S	P	O	H	I	G	L	P	A
P	T	T	D	C	E	S	U	A	L	O	A	R	E

- Matzah
- Hop
- Eggs
- Chicks
- Wine
- Hagaddah
- Seder
- Chocolate
- Passover
- Dip
- April
- Flowers
- Easter
- Spring
- Basket
- Lily
- Tulip
- Find
- Bunnies
- Nest



Mourning the Loss of *Beloved Shop Steward* **Priscilla Carrow**



It was a solemn day on Monday, March 30 when Local 1180 received news about the death of beloved member and H+H Shop Steward Priscilla Carrow.

"It is with tremendous sorrow and the heaviest of hearts that we announce the passing of Priscilla Carrow, Coordinating Manager at Elmhurst Hospital in Queens, due to COVID-19. She was a dedicated, active CWA Local 1180 Shop Steward who was loved by so many," President Gloria Middleton announced to the membership.

Priscilla first became a member of Local 1180 in 1994 and a Shop Steward in 2005. She was also a passionate leader of the Queens Borough Community Coordinating Committee, diligently served as a member of Community Board #4, was a member of the Queens Democratic Party, and was a member of the National Council of Negro Women/Empress Life Members Guild, N.A.A.C.P., Corona East Elmhurst Branch, Ericsson Street Block Association 27th & 29th Avenues, Sherwood Village Tenants Association, and the First Baptist Church, Democratic Association of the 21st Century, and was a Delegate for the 11th Judicial Convention, Queens County. She was also very involved at Elmhurst Hospital Center on the Joint Labor Management Committee as Assistant Co-Chair & Co-Chair of the Sports and Recreation Committee, and was a co-founder You Can Go to College Committee.

Priscilla, who lived in LeFrak City and was affectionately known as "Sweet Pea," previously worked for the late state Sen. José Peralta as a director of community relations. Politicians from across New York City and the state posted on social media about her death, everyone from NYS Attorney General Letitia "Tish" James (pictured below top right with Priscilla at the 2019 Shop Steward Conference), to NYC Councilman Francisco Moya, Queens Assembly District Candidate Richard David, State Senator Jessica Ramos, former Congressman Joe Crowley, and Queens Boro President candidate Elizabeth Crowley,

"We lost one of God's most precious children due to the coronavirus, a blessed soul who gave her all every day at work at Elmhurst – a hospital overloaded with the coronavirus – to make sure others were taken care of," Middleton said. "I am beyond devastated and heartbroken as is the entire Local 1180 Executive Board. Priscilla always had a huge smile on her face and kind words to offer."

Elaine Blair, an H+H Shop Steward and a close friend of Priscilla's, took the loss harder than most. "Words cannot express how I am feeling right now. Priscilla was an angel on earth. She devoted her life not just to her family, but to all of us. She was a friend, a sister, and a mentor to me. She taught me how to put my best foot forward and not be shy in achieving my goals," Blair said. "She was the light that shined wherever she went; I never had a dull moment with her."

Blair said when she became friends with Priscilla, it was like gaining a sister. "I have not found a friend who took care of me like she did. I will truly miss my big sister from another mother. I pray her soul will rest in peace."



In 2015, Local 1180 spotlighted Priscilla in a Communique feature on Shop Stewards and why they wanted to get involved. In that article Priscilla said, "At a young age, I was very involved with helping my grandmother/mother help those who were in need. In 1985, my grandmother asked me to join the Better Community League (BCL) to help organize trips to Albany to the Black & Puerto Rican Caucus. This trip was for the members of the community to speak to our local elected officials concerning the needs in our communities. After joining this organization, I've been very successful in joining others. That is why I became a Shop Steward, so I can talk to my members about issues at work and politics and, even though I've been around a long time, what I say carries so much more weight because of who I am and what I do in my community."

Priscilla's voice did, in fact, carry a lot of weight. Members and non-members alike turned to her for advice, and she was always there to lend an ear and a helping hand. She had a goal, as she told Local 1180 in her spotlight feature:

"My goal is to continue to serve the members of CWA with the highest expectation during my time as a Shop Steward, and to never lead them wrong; to serve as a resource for other Shop Stewards, lending experience, knowledge, and expertise to resolve grievances and other problems, and to identify issues that matter to members across the work areas in the various departments."

Teesha Foreman, Local 1180's Assistant Supervisor of Staff Representatives, remembers Priscilla as her Shop Steward at Elmhurst Hospital, and said she most definitely lived up those goals—and then some.

"Priscilla, P as I liked to call her, held that hospital and our members down. She was always doing for others, whether in the union, the hospital, or her community. You don't come across many like P. Elmhurst Hospital lost a soldier in the fight against COVID-19, but 1180 lost a jewel, a gem in Priscilla Carrow. I'm going to miss her big, beautiful smile," Foreman said.

Priscilla's big, beautiful smile touched so many people throughout her 65 years of life, that between the time Local 1180 posted a notice of her passing on the union's Facebook page on March 30 at 5:59 p.m. and April 1 at 9:00 p.m. when this story was finished, that post had reached 32,345 people and received 11,467 engagements. The nearly 300 comments all told the same story in different words — Priscilla Carrow was a great woman, a real friend, a warm, caring person, and a fallen heroine who touched the lives in some way of every single person she met. She was planning to retire at the end of the year.

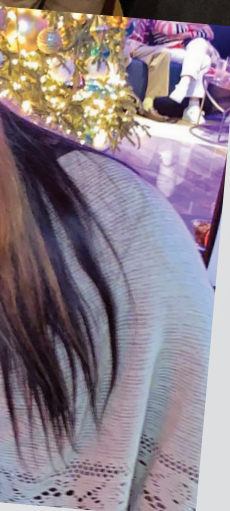
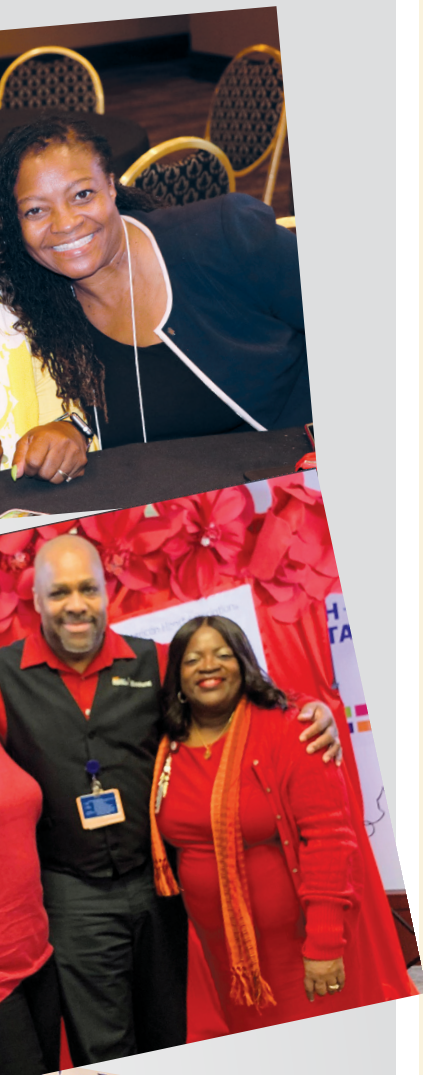
Priscilla, rest in peace. You will be forever missed. Priscilla is survived by her two children, son Tasheen Carrow, and daughter Keyana Reaves.



"Being a Shop Steward, I can make a difference in someone's life."

— Priscilla Carrow, 2015

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES



August 21, 2019

Meeting called to order at 6:20 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer

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

Absent: Gina Strickland, First Vice President; Lourdes Acevedo, Recording Secretary

Minutes from the May 13 and June 19 meetings were accepted with necessary corrections.

President's Report

President Middleton discussed highlights of her calendar going back to June 21, 2019.

June 21 — President Middleton gave graduation remarks at the graduation of Thurgood Marshall Elementary School in NYC.

June 24 — Attended the monthly MLC Steering Committee meeting. Also, attended a bargaining technical committee meeting at NYC OLR.

June 25 — Attended a meeting with Doug McCabe in reference to Drupal Training for Local 1180 members. Also, presided over the General Membership Meeting at Woodhull Hospital in Brooklyn.

June 26 — Attended the MLC General Membership Meeting

July 8 — Attended funeral service for the sister of Executive Board member Hilary Bloomfield.

July 9 — Attended Local 1180 consultants' meeting followed by staff meeting.

July 11 — Attended a fundraising reception for NYS Attorney General Tish James.

July 16 — Attended Local 1180 consultants' meeting followed by staff meeting.

July 17 — Attended a meeting of Local 1180 Bargaining Unit Planned Parenthood to discuss pending labor matters.

July 25 - Aug. 1 — Attended the CWA Minority Caucus Conference and the CWA National Convention.

Aug. 2 — Attended the retirement celebration for Estelle Lawrence, 30-year staff member for Local 1180 Benefits Fund.

Aug. 5 — Attended a meeting with Planned Parenthood and Local 1199 to discuss labor matters.

Aug. 6 — Attended a CWA Local 1180 consultants' meeting followed by a staff meeting. In the evening, conducted a telephone interview with the *Labor Press*.

Aug. 7 — Attended a fairness hearing regarding the EEO Case.

Aug. 8 — Attended a Shop Steward Conference planning meeting.

Aug. 13 — Attended a round table discussion forum hosted by Dominic Carter.

Aug. 15 — Attended a meeting with Planned Parenthood and Local 1199 to discuss labor matters. Also, bargaining follow-up meeting with NYC OLR.

Aug. 16 — Attended meeting with Janet Gerhard to discuss providing mental health services to Local 1180 members.

Aug. 20 — Attended the CWA Local 1180 staff meeting.

Aug. 21 — Attended a Shop Steward Conference planning meeting. Also, attended a meeting with Arthur Cheliotos regarding bargaining. In the evening, chaired the Executive Board meeting.

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

Second Vice President's Report

On June 21, Second Vice President Gerald Brown represented President Middleton at the CWA District One President's meeting, which was to inform presidents of what to expect at the CWA National Convention.

Attending the annual meeting of the CWA Minority Caucus and the CWA Convention. During the event, Brown was awarded the Prestigious Eugene Mays Award. The award is issued biannually to an individual following in the footsteps of CWA pioneer Eugene Mays.

July 9 — Attended the Local 1180 weekly staff meeting.

July 11 — Attended a fundraising event for NYS Attorney General Tish James.

July 16 — Attended the Local 1180 weekly staff meeting.

Aug. 6 — Attended the weekly CWA Local 1180 staff meeting.

Aug. 20 — Attended the CWA Local 1180 staff meeting.

Met with President Middleton and Secretary-Treasurer Robin Blair-Batte to discuss the parts of Local 1180's Human Resources that I will be responsible for.

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

Secretary-Treasurer's Report

Reported the checking account balance of Aug. 21, 2019, is \$719,977.12

Activity for June

New Members	63
Active Deceased.....	1
Total Active Membership.....	8,225
Retirement	26
Retired Deceased.....	5
Total Retired Members.....	6,543

Activity for July

New Member	63
Active Deceased.....	2
Total Active Membership.....	8,253
Retirement	29
Retirement Deceased	9
Total Retired Members.....	6,551

Secretary-Treasurer Blair-Batte submitted the Transaction Detail by Account Report for the months of June and July.

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

Members-at-Large Reports

Lisa Lloyd announced that the first meeting of the Civil Service Committee under her chairmanship will be held on Sept. 26.

Hazel O. Worley announced that any staff attending the Annual Friends and Family Day on Sept. 2 who has not yet replied must do so ASAP.

Helen S. Jarrett announced that the NYC Central Labor Council's Annual Parade will be on Saturday, Sept. 5, 2019. We will assemble at 12:30 p.m. on 47th Street between 5th and 6th avenues in NYC and march to 72nd Street and 5th Avenue.

Gregory Smith announced that the African-American Parade will be on Saturday, Sept. 15, 2019.

Hilary Bloomfield thanked everyone for their kind words and actions during the recent loss of her husband and sister.

Next executive board meeting scheduled for Wednesday, Oct. 30, 2019.

Motion was duly made, seconded, and carried to adjourn at 8:18 p.m.

Respectfully submitted,

Gerald Brown

October 30, 2019

Meeting called to order at 6:25 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, 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, Hazel O. Worley

Absent: Gina Strickland, First Vice President; Venus Colon-Williams, Member-at-Large

President Middleton welcomed Agent/Broker of Liberty Mutual Mark Enright to introduce the Member Voluntary Benefit Program. After discussion, motion was duly made, seconded, and carried to re-introduce the benefit to dues-paying members.

Minutes of the Aug. 21, 2019, meeting were presented. Motion was duly made, seconded, and carried to accept the minutes with necessary corrections.

President's Report

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

Aug. 22 — Met with New York City Comptroller Scott Stringer. That evening, met with the CWA Local 1180 PAA et al Bargaining Committee to discuss bargaining demands being negotiated with the New York City Office of Labor Relations.

Aug. 27 — Held a consultants meeting. That afternoon, she chaired the CWA Local 1180 weekly staff meeting. That evening, she held a conference call with attorney John Balboni, Kevin Gallagher, and CWA 1180 Business Manager Arthur Cheliotos to discuss the CWA Local 1180 6 Harrison Street Joint Venture Agreement.

Aug. 28 — Met with Assemblywoman Alicia Hyndman on her aspiration to run for the next Queens Borough President in February 2020.

Aug. 29 — Attended the New York League of Puerto Rican Women Scholarship Gala where Recording Secretary Lourdes Acevedo received the Labor Leader Award. Mrs. Acevedo was joined by her husband Robert Acevedo, Sr. and son Robert Acevedo, Jr. Secretary-Treasurer Robin Blair-Batte, Members-at-Large Denise Gilliam, Debra Paylor, Lenora Smith, Helen S. Jarrett, and Hazel O. Worley, and former Member-at-Large Charles Garcia were also in attendance.

Sept. 3 — Held a consultants meeting. That afternoon, she chaired the CWA Local 1180 weekly staff meeting.

Sept. 4 — Chaired the CWA Local 1180 Quarterly Trustee's meeting. That evening, President Middleton was honored at the Labor Power 100 as one of New York's outstanding labor leaders. She was joined by Executive Board Members Hazel O. Worley, Venus Colon-Williams, Debra Paylor, Denise Gilliam, and Hilary Bloomfield, Second Vice President Gerald Brown, and Secretary-Treasurer Robin Blair-Batte.

Sept. 5 — Attended the CLC Labor Day Reception.

Sept. 7 — President Middleton was joined by CWA Local 1180 Executive Board, Staff Representatives, and members at this year's NYC Central Labor Council Labor Day Parade.

Sept. 9 — Held a conference call with Staff Representative Lena Solow and CWA District 1 attorney Amy Young, Esq. to discuss bargaining issues at Planned Parenthood.

Sept. 10 — Attended a walk-through of 505 Clermont with other union leaders to review safety measures at the worksite. That afternoon, she held a consultants meeting. Later that day, she chaired the CWA Local 1180 weekly staff meeting.

Sept. 11 — Held a conference call with CWA District 1 to discuss Growth Fund ending this year.

Sept. 12 — Held conference call with court, corporate counsel, and CWA Local 1180 counsel Yetta Kurland, Esq. to discuss EEO pay outs. That

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

afternoon, she prepped for upcoming arbitration hearing with Secretary-Treasurer Robin Blair-Batte. Later that day, she met with staff to review and finalize the PowerPoint presentation for the upcoming General Membership Meeting.

Sept. 16 — Met with Shannon to review the PowerPoint presentation for the upcoming General Membership Meeting. Celebrated the one-year anniversary defeat of the Independent Democratic Conference (IDC) hosted by State Senator Robert Jackson. Local 1180 Mobilizing Coordinator and Executive Board Member Helen S. Jarrett, Local 1180 Legislative Coordinator John O'Malley, and Organizing Coordinator Deborah Valentin also attended.

Sept. 17 — Held a consultants meeting. That afternoon, chaired the weekly staff meeting. That evening, held the CWA Local 1180 General Membership meeting.

Sept. 18 — Held a conference call with Staff Representative Lena Solow regarding Planned Parenthood/Story Corps. That afternoon, she met with Agent/Broker of Liberty Mutual Mark Enright to discuss the Member Voluntary Benefit Program to offer to eligible CWA Local 1180 members. Later that afternoon, met with Staff Representative Leslie Fine to discuss Planned Parenthood/Story Corps. Later that day, President Middleton interviewed with videographer Aleksander Rikhterman for the Heroes of Labor Awards. That evening, she met with Council Member Ritchie Torres. Lastly, she conducted Staff Representative interviews.

Sept. 19 — Was a guest speaker at the Pay Equity Hearing at the New York City Bar Association.

Sept. 24 — Chaired weekly staff meeting.

Sept. 25 — Attended the MLC General Membership meeting.

Sept. 26-29 — Attended the CWA Local 1180 Shop Steward Conference.

Sept. 30 — Met with CWA Local 1180's attorney Yetta Kurland, Esq. to discuss status of EEO paperwork.

Oct. 1 — Chaired the weekly staff meeting. Later that day, attended mandated Sexual Harassment training.

Oct. 3 — President Middleton was honored at the Annual Heroes of Labor Award Reception.

Oct. 4 — CWA Local 1180 held a celebration of Life for deceased Staff Rep Kevin Hines. It was heartfelt.

Oct. 5 — Attended Assembly Member Karines Reyes' Hispanic Heritage Celebration where Staff Representative Venus Colon-Williams was honored for her work in labor.

Oct. 11 — Held W.O.C Retreat conference call with Margaret Cooke, CWA Public Sector Vice President.

Oct. 15 — Chaired the weekly staff meeting. Later that day, prepared for the upcoming CWA Local 1180 General Membership meeting.

Oct. 16 — Attended the HPD employee Recognition Ceremony. That evening, held the CWA Local 1180 General Membership meeting.

Oct. 22 — Chaired the weekly staff meeting.

Oct. 28 — Attended an arbitration hearing.

Oct. 29 — Held a consultants meeting. That afternoon, chaired the weekly staff meeting.

Oct. 30 — Attended the Department of Environmental Protection QWL Employee Recognition Ceremony. Local 1180 Mobilizing Coordinator and Executive Board Member Helen S. Jarrett; Staff Representative Teesha Foreman, and Secretary-Treasurer Robin Blair-Batte also attended. Later that day, held a CWA Local 1180 Bargaining meeting with Business Manager Arthur Cheliotos and Allen Brawer. That evening, chaired the Executive Board meeting.

President Middleton distributed and discussed the status reports dated Sept. 1, 2019, and Oct. 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She presented the Policy Research Group report outlining four proposals to the New York City Charter that will impact the City Budget and the budget

process. Additionally, she distributed letters from NYC Comptroller Scott M. Stringer; NYC Council member Ritchie Torres; Assembly member Inez Dickens; Joseph P. Benincasa, President & CEO of the Actors Fund; and Maureen Lamar & Diana Robinson of the CUNY School of Labor and Urban Studies thanking CWA Local 1180 for their continued support.

In addition, she distributed thank you letters from two CWA local 1180 members who praised the Shop Steward conference.

Lastly, she distributed the Oct. 30, 2019, monthly project updates memo submitted by Marci Rosenblum, Local 1180 Communications Director.

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Discussed proposals on the ballot for the November General Election. After much discussion by the board members, a motion was duly made, seconded, and carried to only endorse ballot proposal #1, Rank Choice Voting. Also a motion was duly made, seconded, and carried to endorse Steve Ballone for Suffolk County Executive.

Aug. 28 — Met with President Middleton and NYS Assemblywoman Alicia Hyndman.

Sept. 3 — Attended the Local 1180 Staff meeting.

Sept. 4 — Attended Local 1180 Trustee meeting. Also chaired the Local 1180 Education Fund Trustee meeting.

Sept. 7 — Attended the NYCCLC Labor Day Parade.

Sept. 17 — Attended Local 1180 Staff meeting and that evening attended the General Membership meeting.

Sept. 18 — Second Vice President Brown met with consultants from Answers Inc. to discuss the upcoming exam prep for the 2020 Administrative Manager Exam.

Sept. 24 — Attended Local 1180 Staff meeting.

Sept. 26-29 — Attended Local 1180 Shop Steward Conference

Oct. 2 — Attended sexual harassment training

Oct. 3 — Attended the Heroes and Sheroes Celebration where President Gloria Middleton and former President Arthur Cheliotos were honored. Brown presented the awards to both.

Oct. 9 — Attended the NYC CLC meeting where the CLC will attempt to bring all NYC unions together for the 2020 and 2021 elections.

Oct. 10 — Attended the MLC's Civil Service Committee meeting where civil service issues were discussed.

Oct. 15 — Met with Answers Inc. and Local 1180 staff to discuss how to answer members' questions about the Administrative Manager Exam Prep Course. Attended a reception for the NYS Senate Democrats.

Oct. 16 — Attended and gave remarks at the HPD Employee Recognition Ceremony.

Oct. 19 & 26 — Conducted the Pre-Retirement Seminar at Local 1180. The seminar was well received and a lot of members made positive comments on Facebook.

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 Reports for August and September 2019. She advised that the T.D. checking account has a balance of \$317,599.70 as of C.O.B Oct. 30, 2019.

Member Activity for August

New Members	71
Termination	11
Retirees	26
Deceased	8
Total Active Members	8,256
Total Retired Members	6,541

Member Activity for September

New Members	64
Terminations	0
Retirees	29
Deceased	2
Total Active Members	8,210
Total Retired Members	6,544

CWA Local 1180 welcomes new Staff Representative Anthony Lewis from HRA.

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

Members-at-Large Reports

Hazel Worley announced that CWA Local 1180 Family Fun Day was a success. She provided the following breakdown of expenses:

Adults	997
Children	306
Collected	\$70,755.00
Holiday Hills	-\$62,413.62
17 Buses	-\$34,250.00
Bus Driver Tips	\$ 850.00
Refund Bus Captains	-\$ 260.00
Supplemented Amount	-\$26,978.62

Mark your calendar for Sept. 5, 2020, when CWA Local 1180 will be hosting its 25th Anniversary at Holiday Hills. The Civil Rights and Equity Committee and the Hispanic Committee are combining to host the Festival of Cultures and Hispanic Heritage Celebration next year.

Debra Paylor announced that on Sept. 4 and Oct. 11 she attended the Manhattan Borough Committee meetings.

Lisa Lloyd announced the Civil Service Committee meetings are going well. The members are engaged and a lot of information is being shared.

Hilary Bloomfield attended a press conference of Council Member Andy King in the Bronx. The Bronx Borough Committee is collecting canned goods to distribute to the neighborhood.

Greg Smith attended the walk-through of 505 Claremont accompanied by Venus Colon-Williams. Discussions were held as to how to offset future incidents from occurring.

Denise Gilliam attended the Coalition of Labor Union Women (CLUW) Conference accompanied by Executive Board members Hilary Bloomfield and Debra Paylor. It was very informative and a lot was learned. The Making Strides Against Breast Cancer walk was a success.

Helen S. Jarrett announced that on Sept. 5 she facilitated the Borough Leadership meeting; on Sept. 14 she attended State Senator Myrie Zellnor's First Annual Block Party for Senate District 20; on Sept. 16 she attended Senator Robert Jackson's fundraiser; and on Sept. 25 she participated in the Mayor's Office of Immigration Affairs regarding public charge such as SNAP Benefits and Cash Assistance. On Oct. 11 she was honored by the Staten Island Democratic Association (SIDA) with the John W. Lavelle Award for her work in the labor movement, and on Oct. 15 she attended the New York Senate Dems Autumn Cocktail Reception. On Oct. 17 she attended the Legislative Political Action Team (LPAT) Conference in Albany, preparing for the political landscape for 2019-2022; on Oct. 21 she participated in the Labor Notes Webinar on White Terror in Hong Kong, Union Leaders Fired and Beaten and Fighting Back; and on Oct. 29, she attended the New York City Central Labor Council (NYCCLC) Labor Counts: Census 2020.

Good and Welfare

Recording-Secretary Lourdes Acevedo thanked President Middleton and the Executive Board for all the well wishes during her recovery.

Next meeting of the Executive Board is Nov. 20, 2019.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 20, 2019

Meeting called to order at 6:18 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

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

Absent: Gina Strickland, First Vice President; Members-at-Large Hilary Bloomfield and Lenora Smith

Minutes of the Oct. 30, 2019, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton announced the EEO settlement payouts for both the retro pay on levels and damages of the \$5.5 million will commence on Dec. 13, 2019. NYCHA employees will receive their payments on Dec. 19, 2019. Level increase back pay will be through direct deposit and damages will be through a separate check. The local received \$5,544,400 Annuity Funds for distribution to eligible Administrative Managers. However, the City has not provided a list of names and dates of all Administrative Managers who were on payroll between Dec. 1, 2013, and Dec. 31, 2018, in order to distribute funds. Additionally, President Middleton announced discussions with the City and the CWA 1180 PAA et al Bargaining Committee are coming to an end.

President Middleton announced H+H has been recognized as the largest Public Health Care System in New York serving more than one million patients annually.

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

Oct. 31 — Held a bargaining session with Daniel Pollak, Assistant Commissioner at the City of New York Office of Labor Relations, to discuss and negotiate the CWA Local 1180 PAA et al bargaining demands.

Nov. 6 — Had a meet-and-greet with Benjamin Kallos, NYC Council member for the 5th District, running for Manhattan Borough President in 2021.

Nov. 8 — Held a follow-up session with Daniel Pollak, Assistant Commissioner at the City of New York Office of Labor Relations, to continue negotiating the CWA Local 1180 PAA et al bargaining demands.

Nov. 12 — Chaired the CWA Local 1180 Board of Trustees Meeting.

Nov. 13 — Met with Planned Parenthood at the Margaret Sanger Health Clinic, accompanied by Amy Young, CWA District 1 Attorney, Lena Solow CWA Staff Representative for private sector, and Gwen Richardson to discuss 1199's vote to poach our members.

Nov. 14 — Attended the Department of Education QWL Employee Recognition Ceremony.

Nov. 16 — Attended the 23rd Achievement Awards & Scholarship Benefit honoring Robin Blair-Batte, Secretary Treasurer.

Nov. 18 — Attended PowHerNY Conference accompanied by John T. O'Malley and Helen S. Jarrett.

Nov. 19 — Held a consultants meeting. That afternoon, chaired the CWA Local 1180 weekly staff meeting. Later that day, reviewed the PowerPoint presentation for the upcoming General Membership meeting.

Nov. 20 — Attended the NYC Central Labor Council Resolutions Committee meeting. That evening, chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Nov. 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

matters being handled on behalf of CWA Local 1180. She presented the National AFL-CIO Labor Candidates Project Path to Power. Lastly, she distributed the Nov. 20, 2019, 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.

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Discussed the upcoming exam for Administrative Manager that will be offered as a promotional and an open competitive exam. The exam filing is expected to be April 1–21, 2020, and the exam date will be announced in April in the Notice of Examination.

He further stated that training for the exam has started at Local 1180 and registration is ongoing. To register, please send an email to: training@cwa1180.org and include your name and contact information.

He discussed the upcoming elections in 2020 with the first being March 2020 for a Special Election for Queens Borough President.

He also discussed the importance of Census 2020 and the need for everyone to be counted, and the CWA District 1 Annual Lobby Day scheduled for March 10, 2020.

He announced that all six of Local 1180's endorsements for the November 2019 General Election were successful.

Nov. 12 — Attended Trustee meeting and chaired the Education Fund Trustee meeting.

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 Reports for October 2019. She advised the T.D. checking account has a balance of \$562,752.22 as of C.O.B Nov. 20, 2019.

Member Activity for October 2019

New Members	100
Terminations	1
Retirees	0
Deceased	1
Total Active members	8,277
Total Retired members	6,573

Staff Rep Activity Report October 2019

Activity	October
Agency Walk-Throughs	2
Appointments	10
Command Disciplines (CD)	0
Counseling/Warning Sessions	0
EEO Investigation/Interview	3
Emails	1,373
G.O. 15 – NYPD	1
Health & Safety Meetings	0
Hearing Preparation	9
Hearings	11
Hiring Pools	2
Investigative Hearings/Meetings	7
Labor-Management Meetings	1
New Hire Orientations	3
OATH	2
Off-Site Member Meetings	3
Phone Calls	431
Shop Steward Training	0
Site Meetings	16
Supervisory Conference	4
Walk-Ins	1

Site Meetings

NYC Department of Administrative Services
59 Maiden Lane, New York, NY

Department of Education 415
89th Street, Brooklyn, NY

Department of Education
110 William Street, New York, NY

Department of Homeless Services
33 Beaver Street, New York, NY

H+H Coney Island Hospital
451 Clarkson Avenue, Brooklyn, NY

H+H Bellevue Hospital
462 1st Avenue, New York, NY

H+H Central Office
55 Water Street, New York, NY

H+H Lincoln Hospital
234 E. 149th Street, Bronx, NY

HRA HIV/AIDS Services Administration
33–28 Queens Blvd., Long Island City, NY

HRA ADVENT (EIS)
109 E. 16th Street, New York, NY

HRA BANKNOTE
845 Barretto Street, Bronx, NY

HRA OCSE
150 Greenwich Street, New York, NY

HRA OCSE
151 Broadway, New York, NY

New York City Housing Authority
1 Fordham Plaza, Bronx, NY

NYC Police Department
130-30 28th Avenue, College Point, NY

Office of Administrative Trials & Hearings
31-00 47th Avenue, Long Island City, NY

Secretary-Treasurer Blair-Batte discussed the CWA Local 1180 budget. We will continue using last year's budget until the new budget can be presented.

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

Members-at-Large Reports

Venus Colon-Williams announced the Civil Rights and Equity/Community Service Committee and the Hispanic Committee continue making preparations for hosting the Festival of Cultures and Hispanic Heritage Celebration next year. Hazel O. Worley has been making arrangements to host the celebration at P.S. 21, 180 Chauncey Street, Brooklyn, NY 11233. Date of the celebration to be determined.

Debra Paylor announced that on Nov. 19, 2019, she attended the Manhattan Borough Committee meeting. It was well attended. Patti Jacobs represented CWA Local 1180 at World Aids Day.

Greg Smith attended the School of Labor and Urban Studies presentation promoting new programs and opportunities offered by the school.

Lisa Lloyd announced the Civil Service Committee meetings are going well. The members are engaged and a lot of information is being shared. She attended the Work Place Violence Prevention seminar at 55 Water Street.

Denise Gilliam will attempt to register through CWA District 1 for the 2020 Women's March, #WOMENRISING2020. The Women's Committee is planning to honor Willette Slocumb during Women's History month. Lastly, she would like to attend the next PowHer NY meeting.

Helen S. Jarrett announced that on Nov. 3, 2019, she attended the delegates training and on Nov. 18 she attended the PowHer NY meeting.

Next meeting date of the Executive Board is Jan. 22, 2020.

Motion was duly made, seconded, and carried to adjourn at 7:40 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

January 22, 2020

Meeting called to order at 6:15 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, Venus Colon-Williams, Hazel O. Worley

Absent: Member-at-Large Lenora Smith

Minutes of the Nov. 20, 2019, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President Middleton suspended the Executive Board meeting to introduce Elizabeth Crowley, candidate for Queens Borough President, for the March 24, 2020, Special Election. Motion was duly made, seconded, and carried to endorse Elizabeth Crowley for Queens Borough President.

President's Report

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

Nov. 21 — Attended the NYC Central Labor Council Executive Board meeting. That afternoon, she chaired the CWA Local 1180 General Membership meeting.

Dec. 4 — Held a conference call with Arthur Cheliotis and Allen Brawer regarding the CWA Local 1180 PAA et al contract.

Dec. 5 — Attended the final bargaining session with Daniel Pollak, Assistant Commissioner at the City of New York Office of Labor Relations, to sign the negotiated CWA Local 1180 PAA et al collective bargaining agreement, pending member ratification.

Dec. 9 — Met with Assistant Supervisor of Staff Representatives Teesha Foreman regarding preparation for the Administrative Manager title appeal process. That evening, she attended the City and State Power of Color: Black 100 event.

Dec. 10 — Attended the Comptroller's Office QWL Employee Recognition Ceremony. That afternoon, held a consultants meeting followed by the weekly staff meeting.

Dec. 12 — Attended a meeting at the NYC Central Labor Council with Deputy Mayor J. Phillip Thompson.

Dec. 17 — Attended NYC Council Member Laurie Cumbo's Pay Equity Bill Hearing, accompanied by Helen S. Jarrett and The Advance Group.

Dec. 18 — Met with Elizabeth Crowley, candidate for Queens Borough President, at CWA Local 1180.

Dec. 19 — Discussed Office of Payroll Administration debacle handling the distribution of the Administrative Manager back-pay checks with NYC Comptroller Scott Stringer and Daniel Pollak, Assistant Commissioner at the City of New York Office of Labor Relations.

Jan. 7 — Conducted the EEO next steps and PAA et al contract follow-up meetings. That afternoon, she chaired the CWA Local 1180 weekly staff meeting.

Jan. 8 — Met with Maritza Silva-Farrell, Executive Director of non-profit organization ALIGN: The Allegiance for a Greater New York. Later that day, met with NYC Council member Mark Levine, candidate for Manhattan Borough President.

Jan. 9 — Held a conference call with Daniel Pollak, Assistant Commissioner at the City of New York Office of Labor Relations, to discuss PAA et al new minimum/maximum salaries.

Jan. 13 — Reviewed the PowerPoint presentation for the upcoming General Membership meeting.

Jan. 14 — Chaired the weekly staff meeting.

Jan. 16 — Chaired the General Membership meeting.

Jan. 17 — Was a guest panelist at the NYU Labor-Management Cooperation with Walter Matthews and CUNY lawyers discussing the CWA Local 1180 EEO lawsuit.

Jan. 21 — Reviewed Administrative Manager Appeal forms. That afternoon, chaired the weekly staff meeting.

Jan. 22 — Reviewed the NILICO Insurance renewal with Damien Arnold, CWA Local 1180 Fund Administrator. That evening, chaired the Local 1180 Executive Board meeting.

President Middleton distributed and discussed status reports dated Dec. 1, 2019, and Jan. 1, 2020, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed thank you letters from the CUNY School of Labor and Urban Studies, United Farm Workers, the American Italian Heritage Association, Museum Cultural Center and the NYC Health+Hospitals Auxiliary for CWA Local 1180's continued support. Additionally, she also distributed a Timeline and adopted Resolution for the upcoming NYC Census 2020 from the New York City Central Labor Council, AFL-CIO. Lastly, she distributed the Jan. 21, 2020, 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:

Jan. 8 — Attended the NYC Department of Transportation site meeting accompanied by Staff Representatives Gregory Smith and Teesha Foreman, Executive Board member Lisa Lloyd, and Recording Secretary Lourdes Acevedo.

Jan. 10 — Attended the Office of Payroll Administration FISA Employee Recognition Ceremony.

Jan. 13 — Reviewed the PowerPoint presentation for the upcoming General Membership meeting with President Middleton.

Jan. 15 — Attended site meeting at the Brooklyn District Attorney's office.

Jan. 21 — Attended the CWA Local 1180 General Membership meeting.

Jan. 22 — Attended the DOITT Employee Recognition Ceremony. Later that day, attended the ACS site meeting, accompanied by Staff Representative Anthony Lewis, and updated members regarding the status of the PAA et al bargaining and Administrative Manager next steps.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of December 2019:

Staff Rep Activity Report December 2019

Activity	December
Agency Walk-Throughs	0
Appointments	3
Command Disciplines (CD)	0
Counseling/Warning Sessions	1
EEO Investigation/Interview	5
Emails	1,115
G.O. 15 – NYPD	0
Health & Safety Meetings	2
Hearing Preparation	6
Hearings	6
Hiring Pools	1
Investigative Hearings/Meetings	6
Labor-Management Meetings	5
New Hire Orientations	2
OATH	3
OSI Interviews (DOE)	0
Off Site Member Meetings	4
Phone Calls	620
Shop Steward Training	0
Site Meetings	14
Supervisory Conference	1
Walk-Ins	1

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

Lisa Lloyd, Chair
llloyd@cwa1180.org
Meeting: 4th Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Education Committee & Book Club

Lenora Smith, Chair
lsmith@cwa1180.org
Meeting: 2nd Monday of each month

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
Meeting: 2nd Tuesday of each month

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
manhattanbccc1@gmail.com

Queens BCCC

To Be Determined
Anyone with questions, contact the office at 212.226.6565

Staten Island BCCC

Rosie Roman, Chair
rosieroman800@gmail.com

All meetings start at 6 p.m. and are held at
Local 1180, 6 Harrison St., 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.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Site Meetings

NYC Department of Education (DOE)
131 Livingston Street, Brooklyn, NY
Department of Environmental Protection (DEP)
465 Columbus Avenue, Valhalla, NY
Department of Finance (DOF)
59 Maiden Lane, New York, NY
Department of Transportation (DOT)
30-30 Thomson Avenue, Long Island City, NY
DOITT – 311
59 Maiden Lane, New York, NY
H+H Correctional Health
18-39 42nd Street, Astoria, NY
H+H Gotham Health
264 W. 118th Street, New York, NY
H+H North Central Bronx Hospital
3224 Kossuth Avenue, Bronx, NY
H+H Queens Hospital
82-68 164th Street, Jamaica, NY
Housing Preservation & Development (HPD)
94 Old Broadway, New York, NY
HRA Info Line
92-31 Union Hall, Jamaica, NY
HRA Office of Child Support
150 Greenwich Street, New York, NY
HRA SNAP 15
250 Livingston Street, Brooklyn, NY
New York City Housing Authority
1 Fordham Plaza, Bronx, NY
NYC Police Department (NYPD)-911
350 Marconi Street, Bronx, NY
A motion was duly made, seconded, and carried to accept the First Vice President's Report.

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Second Vice President Gerald Brown discussed the upcoming Special Election for Queens Borough President. Motion was duly made, seconded, and carried to endorse Elizabeth Crowley for Queens Borough President.

Brown discussed the upcoming CWA Minority Caucus Human Rights Conference July 26-29, 2020.

He discussed the revision of job specs for Administrative Job Opportunity Specialist title. The title will now be used in DHS and HRA. He also discussed that DCAS honored Local 1180's request to add lines of promotion to three titles that had no line of promotion — Legal Coordinator and Contract Reviewer will both now promote to Administrative Manager; and Assistant Legal Secretary now promotes to Principal Administrative Associate.

The CWA District 1 Annual Lobby Day is scheduled for March 10, 2020.

Dec. 2 — Represented President Middleton at the MLC Civil Service Committee Meeting.

Jan. 7 — Attended Local 1180 staff meeting.

Jan. 14 — Attended Local 1180 staff meeting.

Jan. 16 — Attended General Membership meeting.

Jan. 21 — Attended Local 1180 staff meeting.

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 Reports for November and December 2019. She advised that the T.D. checking account has a balance of \$281,550.75 as of C.O.B Jan. 22, 2020.

Member Activity for November 2019

New Member Enrollments.	79
Termination.	0
Retirements.	0
Deceased.	0
Total active members	8,297
Total retired members	6,570

Member Activity for December 2019

New Member Enrollments.	61
Termination.	4
Retirements.	0
Deceased.	0
Total active members	8,308
Total retired members	6,602

Secretary-Treasurer Blair-Batte discussed the CWA Local 1180 budget. We will continue using the prior year's budget as we finalize our reimbursements from CWA national.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported that this year's QWL schedule of upcoming events will not be available as in previous years. DC 37's headquarters at 125 Barclay St. is under renovations and NYC agencies will have to look for other locations to host their ceremonies.

Members-at-Large Reports

Hazel O. Worley announced the Civil Rights and Equity/Community Service Committee will make a presentation at the CWA Local 1180 General Membership meeting celebrating Black History Month. Additionally, she announced that Feb. 29, 2020, is the date for the Festival of Cultures and Hispanic Heritage Celebration hosted by the Civil Rights and Equity/Community Service Committee and the Hispanic Committee. The celebration is at P.S. 21, 180 Chauncey Street, Brooklyn, NY 11233. The White Sock Drive items were donated to the V.A. Hospital in Brooklyn. Lastly, she announced the CWA Local 1180 Toy Drive and Pajama Drive donated items were distributed to three organizations.

Debra Paylor announced her participation in the following events: Dec. 1, 2019, World Aids Day Event; Dec. 3, 2019, CUNY Special Event; Dec. 12, 2019, AFL-CIO Event; Dec. 21, 2019, CBTU meeting; Jan. 16, 2020; General Membership meeting; Jan. 18, 2020, CWA 2020 Women's March in Washington D.C. Also Ed Yood finds it helpful to put the upcoming Civil Service Exams in the Communiqué.

Greg Smith announced that on Dec. 30, 2019, he attended the Department of Correction Work Place Violence meeting hosted by the Commissioner.

Lisa Lloyd announced the Civil Service Committee meetings continue going well. A Department of Investigation representative will make a presentation at next week's meeting. The members are looking forward to it. On Jan. 8, 2020, she attended the DOT member site meeting at 55 Water Street.

Denise Gilliam announced that 17 members participated in the 2020 Women's March. The Women's Committee Winter Gear Collection Drive items were donated to the Father's Alive in the Hood (FAITH) in Queens.

Hilary Bloomfield said she chaired the Bronx Borough Committee meeting.

Helen S. Jarrett attended the salary negotiations workshop. A class for CWA Local 1180 members on Equal Pay for Women would benefit our members. On Jan. 18, 2020, she also participated in the 2020 Women's March. Lastly, she announced that on Monday, Jan. 27, 2020, she will be honored at the City and State 50/50 Age disrupters event.

Next meeting date of the Executive Board will be on Feb. 26, 2020.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

IN MEMORIAM

NAME	AGENCY	DECEASED
Carolyn Abatemarco	Dept. of Social Services	1/28/2020
William Benson	Dept. of Social Services	2/12/2020
Lydia Berkeley	Dept. of Sanitation	2/4/2020
Charles Blitz	Dept. of Education	11/28/2019
Annette Brown	Elmhurst Hospital Center	2/14/2020
Patricia Brown	Parks & Recreation	1/21/2020
Carolyn Brown	Finance Administration	1/13/2020
Bobby Burch	Dept. of Social Services	12/12/2019
Yolanda Daniel	Dept. of Social Services	12/13/2019
Pat De Simone	Dept. of Social Services	1/12/2020
Alfreida Derosier	Police Department	11/5/2019
Cyntha Green	Metropolitan Hospital Center	12/21/2019
Marlene Harkness	Lincoln Medical & Mental Health Center	12/29/2019
Precious Heron	Dept. of Social Services	11/14/2019
Rose Hoberman	Dept. of Health & Mental Hygiene	2/1/2020
Pushpa James	Queens Hospital Center	12/25/2019
Rosa Jennings	Dept. of Social Services	1/15/2020
Julia Johnson	Harlem Hospital Center	1/11/2020
Thomas Johnson	Dept. of Education	12/2/2019
Beatrice Kurtz	Dept. of Social Services	2/8/2020
Russell Lawson	Dept. of Environmental Protection (DEP)	12/10/2019
Cynthia Marshall	Dept. of Citywide Administrative Services	2/4/2020
Marvin Massive	Health + Hospital	1/12/2020
John Miller	Manhattan District Attorney	2/3/2020
Grace Murtha	Dept. of Education	11/17/2019
Marva Phillips	Dept. of Health & Mental Hygiene	1/13/2020
Mary Prizzi	Dept. of Social Services	12/11/2019
Helen Ramsey	Dept. of Business Service	11/3/2019
Derek Simpson	Dept. of Education	2/5/2020
Estelle Singer	Dept. of Education	2/22/2020
Iris Smith	Metropolitan Hospital Center	2/7/2020
Miriam Smith	NYC Housing Authority (NYCHA)	1/14/2020
Pernease Smith	Parks & Recreation	11/16/2019
Joanne Smith	Dept. of Social Services	11/26/2019
Helen Wasson	Police Department	1/21/2020

about our members

Congratulations to **Brenda Tate-Whiteman** from the Local 1180 Benefits Department for reaching her 30-year milestone of dedication and commitment to our serving the Local 1180 members.

Condolences to **Rozell J. Sweet** (PAA, Waverly SNAP 19 Center) on the passing of his wife Brigitte Walker-Sweet on Feb. 8, 2020. She was laid to rest on Feb. 14, 2020.

Condolences to **President Gloria Middleton** on the passing of her brother Norman Middleton on March 14, 2020.

Local 1180 announces the passing of **Leona Cohen** of Administration Services for Children Services due to COVID-19. May she rest in peace.

Condolences to the family to **Marius Narcisse**, PAA II at HASA Greenwood, who passed away



on March 27, 2020, due to the coronavirus. Marius, also known as Manou, was Pastor of The New Vision Church of the Nazarene of New York. In the early 1970s, Marius

was an active and dedicated member of Centre d'Education Familiale, Au Jardin d'Eden (CEFAJADE), a family education center for young people's development in Port-au-Prince (Sans Fil), Haiti. He is survived by his wife Suzy, his children, and extended family.

COMMUNIQUE

Official Publication

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

www.cwa1180.org
Telephone: 212.226.6565

Security Benefits for Active and Retiree Members: 212.966.5353
Claim Forms Hotline: 212.925.1091 • Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
Retiree Benefits: 888.966.5353

Executive Board

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

Members at Large

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

Communications Director

Communique Editor/Designer

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

Gerald Brown, Gloria Middleton — Communique Facilitators

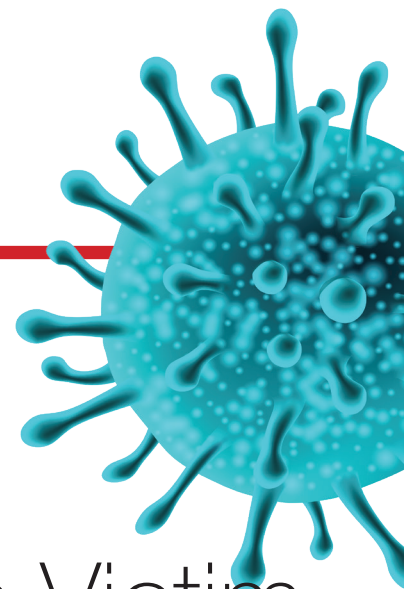
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COVID-19 SCAMS

Don't Become a Victim



As the novel coronavirus pandemic continues to impact the United States, scammers have seized the opportunity to prey on consumers — particularly senior citizens. In reality, however, no one is safe. Text message scams, scam robocalls, fake emails and social media posts, even official-looking letters in the mail hit as fast as the pandemic itself.

Opportunists are unscrupulous and surface faster than you can blink an eye each time there is a crisis. They target anyone and everyone they think will take the bait. In fact, with today's technology, they don't even bother to single out a particular group; they just go after the masses.

"These people are preying on financial and medical fears tied to the pandemic," said Suzanne Beatty, Director of CWA Local 1180's Retiree Division. "With the current situation, and knowing that many seniors are more isolated now than ever before, scammers are constantly changing their tactics to catch people off guard. We are encouraging everyone to be more vigilant and remember that if something sounds too good to be true, it probably is."

The Better Business Bureau website reports a large increase in the number of complaints since the pandemic began, with schemes often manifesting as someone impersonating a respected agency or government entity. Beatty said the bottom line is that no one should respond to a text, an email, or a phone call from a sender that is unfamiliar, even if it looks or sounds official or from a respected agency. "The best thing to do is hang up immediately if it's a phone call before the caller has a chance to engage you, or delete the text or email right away before you can even consider responding," she said. Seniors aren't the only ones to fall victim, however. Students home from college, high schoolers trying to fill time, and just about anyone distracted, overwhelmed, or distraught by the current pandemic is an easy target.

Local 1180 Assistant Supervisor of Staff Reps Teesha Foreman said the union has received an increase in calls from members questioning whether some of what they have been receiving is real. "Some scammers have been around a long time and have perfected their pitches so much that they really do sound legitimate," Foreman said. "That's why it is so easy, especially in times of duress, for people to become a victim. The easiest way to steer clear is to remember that if you do not know the person on the other end of the line, hang up. If it's that important, they will call back and leave a message. You can listen to it, have someone else listen to it, and then decide if it's legitimate."

For the most up-to-date information on the coronavirus scams, go to <https://www.ftc.gov/coronavirus> (yes, this is a safe url).

Here are some basic rules to follow, as well as some coronavirus-specific scams that have already surfaced.

- Never give out your Social Security number, financial information, or personal information to anyone. If someone asks you to confirm it, do not.
- Do not transfer money or pay for something in advance of receiving a product or service. You will not get that product or service.
- Do not respond to calls or texts from unknown numbers.
- Never click on any link in a text message if you do not know who sent you the text message. If the text does come from someone who you know but the link seems odd, call that person and ask if they sent it.
- Government agencies will NEVER ask you for personal or financial information over the phone or in a text or email, and will NEVER ask you to send money.
- There is no vaccine for the coronavirus, Medicare is not offering a health kit, the CDC is not giving you a chance to purchase a vaccine kit, the Social Security Administration does not have a problem with your social security number that's preventing the government from issuing you a stimulus check, and there is no company with a massive stockpile of face masks, disinfecting wipes, toilet paper, and bleach waiting to ship you some if you provide them with your credit card number.
- While the Census Bureau is real, if you do not fill out the census yourself, no one is going to call you for answers. They will, however, knock on your door and present official identification. What they will NOT ask you for is your Social Security number.
- Do not donate to charities asking for money to help impacted by the coronavirus unless you can verify that it's a legitimate charity. Also, ask what percentage of your donation goes toward the cause and what percentage toward operating expenses of the organization itself. You might be surprised.

"We are living in a stressful time and unfortunately there are those who thrive on taking advantage of the situation," Beatty said. "If you are an 1180 retiree, please be extra careful now as spammers are out in full force. Call the Retiree Division if you need assistance."

To Learn More About COVID-19 Scams, Go To:

<https://www.fcc.gov/consumers>
<https://www.bbb.org/council/coronavirus/>
<https://www.bbb.org/ScamTracker>

