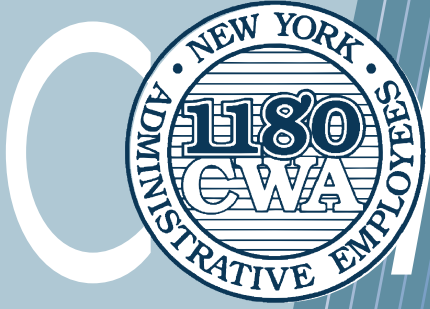


JULY-SEPTEMBER 2020



COMMUNIQUE



2020

ELECTION

VOTE

Our Future Depends On It

Tuesday, November 3



LOCAL 1180

WINS 11-YEAR

TO UNIONIZE H+H ASSISTANTS

An 11-year battle, too many hearings to count, and 11,000 pages of transcript piled four feet high did not stop CWA Local 1180 from its fight to accrete Assistant Directors at New York City Health+Hospitals into the bargaining unit and give them the representation they have wanted and needed for more than a decade. On July 17, the Office of Collective Bargaining finally handed down its decision on Local 1180's petition AC-57-10 — Assistant Directors would be joining the family.

No sooner had the printer cooled off after spitting out the 74-page certification than H+H management began changing titles of some Assistant Directors to other managerial titles. They also appealed the OCB decision.

President Gloria Middleton, with the help of CWA District 1 Staff Rep Luis Benitez immediately sent a notice to H+H demanding that they cease changing titles as this is an improper labor practice, and begin negotiations with Local 1180 for the new members.

At the same time, the union was requesting from H+H a complete list of all H+H members with the title of Assistant Director so the union could begin contacting them. H+H's response was that it would take them some time to gather the information from each facility as it is not centralized on one computerized system.

“Moving staff to managerial titles has become a common practice that managers at H+H seem to use to keep their workers away from unions. This perpetuates a hostile work environment for career civil servants and union members, especially when so many are women of color who already face biases on the job.”

“H+H put up road blocks right from the beginning,” Middleton said. “We had to remind them that it was their obligation to bargain in good faith on the terms and conditions of employment for our newly-certified members.”

Middleton said their pushback is a prime example of management's fear of the power of a union. In the case of H+H, having Assistant Directors as part of a union, especially one as powerful as

Local 1180, is a huge threat to the public benefit corporation.

While H+H has appealed the OCB decision, they approached the union to try and settle the decision and bargain in good faith. Local 1180 has been meeting with H+H management to negotiate a settlement of which Assistant Directors should be included in the bargaining unit based on job descriptions.

“The problem is that H+H says Assistant Directors are doing one set of job functions and the Assistant Directors themselves are saying their work involves other types of job specifications. It comes down to who is doing confidential work and who isn't,” Middleton said. “We are asking for job descriptions of everyone H+H claims they want to exclude from the settlement.”

The list provided by H+H includes 500 Assistant Directors. Local 1180 has been reaching out to as many as possible to make sure they are aware of the settlement and talk to them about reaching the union to provide all their contact information, something H+H has been slow in doing.

Middleton said that the union will have its fourth round of negotiations in mid-November. “We are meeting every two weeks and will continue to do so until this is resolved. We are working as expeditiously as possible to come to an agreement and onboard these new members who have already been waiting more than a decade for union representation and deserve to have it. We are taking this facility by facility and doing our best to get to every Assistant Director where we can find them.”

Since the tenure of former Local 1180 President Arthur Cheliotas, Local 1180 has fought back against H+H's arbitrary actions to ensure that members who perform their duties with integrity and competence get the protection they need. Changes in civil service titles, for example, give H+H control over those who work for them. Local 1180 has a record of being strong and successful despite these anti-union, anti-civil service practices that propagate a hostile work environment for H+H employees.

Moving staff to managerial titles has become a common practice that managers at H+H seem to use to keep their workers away from unions. This perpetuates a hostile work environment for career civil servants and union members, especially when so many are women of color who already face biases on the job.

H+H has a long history of ignoring the New York State Civil Service and New York City Collective Bargaining laws. Local 1180 members in the competitive civil service title Principal Administrative Associate (PAA) working for H+H started with limited promotional opportunities. Local 1180 investigated that situation and in our first contract of the 1980s, negotiated a unique contract clause for those 1,000 members.

The PAA title, which is used citywide, has three assignment levels and with progressively greater duties and responsibilities receive higher pay. While PAAs in all city agencies can compete with their peers in the Administrative Manager competitive promotional examination, PAAs in H+H could not. To solve this lack of promotional opportunity at H+H, Local 1180 negotiated an increase in pay to the maximum for PAA 3s after serving seven years.

In the 1990s, H+H management sought to undermine the contract clause by shifting PAA work to a new managerial title and offering those eligible to promote to PAA to the new managerial, non-competitive title of Assistant Coordinating Manager (ACM) without the trouble of taking an exam and waiting months for a promotion. The promotion was available immediately and the work they did was the same as that

By Arthur Cheliotas, Business Manager

BATTLE

TANT DIRECTORS

done by PAAs — only for less money. Consequently, promotions of permanent PAAs to level 3 became rare, denying many the raise to the maximum negotiated.

Local 1180 petitioned to represent ACMs since they had the same duties and responsibilities as Local 1180 members and were entitled to the same protections of the union. After years of hearings, the union was certified as the representative for ACMs, and followed with a negotiated increase in the minimum salary to the minimum of PAAs.

H+H's excessive use of non-competitive managerial titles runs counter to the New York State constitutional mandate for hiring people in government service through competitive examinations. The saga continued as H+H began assigning the work historically done by PAAs, ACMs, and CMs to yet another non-competitive 'managerial' title — Assistant Director.

After a decade of hearings, with H+H using every stalling tactic at its disposal, Local 1180 once again prevailed and are now the certified representative of

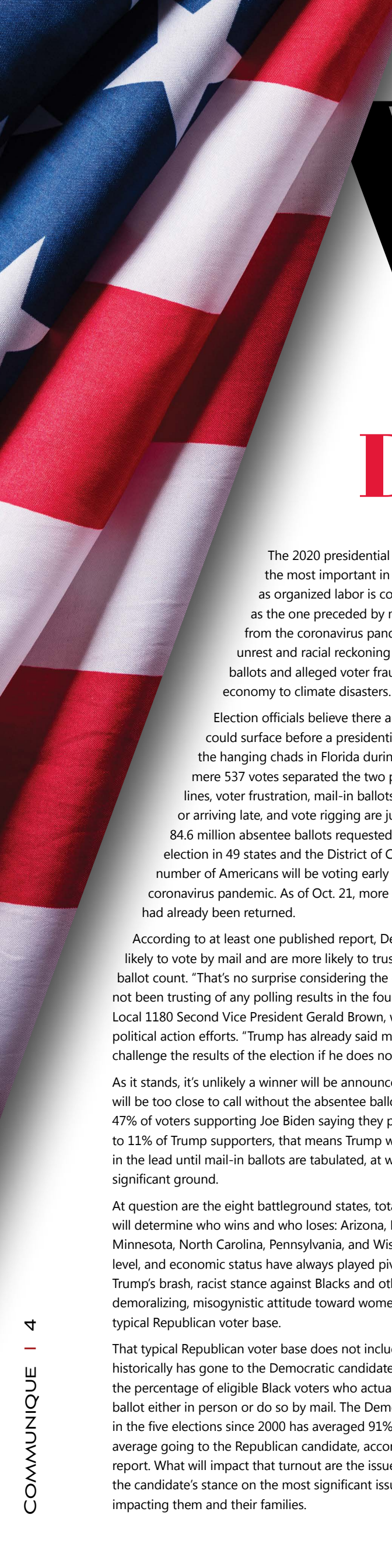
the H+H staff working in this title. However, these anti-union, anti-civil service practices that are prevalent at H+H have reduced the number of competitive PAAs to less than 100 while our members in non-competitive titles like ACM and CM are now well more than 1,000.

Today, nearly two-thirds of all H+H workers are in non-competitive civil service class titles. This contradicts the New York State constitutional mandate that requires that wherever practicable, appointment to the government service shall be made based on competitive examinations that established ranked lists from which the most qualified are appointed to competitive titles with permanent rights to due process following a probationary period.

"We're reaching out to all Assistant Directors, but we ask everyone to please call the union, contact your Staff Rep, and most of all, have patience," Middleton said. "We look forward to you being a part of our union strong movement. ■"



Front row from left: Helen Cordova, Julissa Sanchez-Nunez, CWA 1180 Shop Steward Wanda Davis, Lutisia Croft, Irisia Berisha. Back row from left: Urshil Patel, Esah Ali, Lucia Fernandez-Herrera, Furhan Babar, Phillip Walters, Glennys Espinal at Harlem Hospital in August on one of Local 1180's Wear Red Thursday's in Support of Assistant Directors.



VOTE

Our

FUTURE

Depends On It

By Marci Rosenblum, Communications Director

The 2020 presidential race may go down as one of the most important in recent history, at least as far as organized labor is concerned. It also will be marked as the one preceded by myriad problems — everything from the coronavirus pandemic and a summer of civil unrest and racial reckoning to incorrectly printed absentee ballots and alleged voter fraud and from a struggling economy to climate disasters.

Election officials believe there are myriad problems that still could surface before a presidential victor is declared. Remember the hanging chads in Florida during the 2000 election when a mere 537 votes separated the two presidential candidates? Long lines, voter frustration, mail-in ballots being rejected for “voter error” or arriving late, and vote rigging are just the tip of the iceberg. With 84.6 million absentee ballots requested or sent to voters for the general election in 49 states and the District of Columbia, it appears a record number of Americans will be voting early or by mail, mostly due to the coronavirus pandemic. As of Oct. 21, more than 30 million of those ballots had already been returned.

According to at least one published report, Democrats are the ones most likely to vote by mail and are more likely to trust the accuracy of the overall ballot count. “That’s no surprise considering the current president himself has not been trusting of any polling results in the four years he’s been in office,” said Local 1180 Second Vice President Gerald Brown, who also spearheads the union’s political action efforts. “Trump has already said many times that he plans to challenge the results of the election if he does not win.”

As it stands, it’s unlikely a winner will be announced on election night as the race will be too close to call without the absentee ballot count. With an estimated 47% of voters supporting Joe Biden saying they plan to vote by mail, compared to 11% of Trump supporters, that means Trump will likely close out election night in the lead until mail-in ballots are tabulated, at which point Democrats will gain significant ground.

At question are the eight battleground states, totaling 127 electoral votes, that will determine who wins and who loses: Arizona, Florida, Georgia, Michigan, Minnesota, North Carolina, Pennsylvania, and Wisconsin. While race, educational level, and economic status have always played pivotal roles in presidential voting, Trump’s brash, racist stance against Blacks and other minorities, coupled with his demoralizing, misogynistic attitude toward women, have taken a chunk out of the typical Republican voter base.

That typical Republican voter base does not include the Black vote, which historically has gone to the Democratic candidate. The key issue will be turnout, the percentage of eligible Black voters who actually come out to cast their ballot either in person or do so by mail. The Democratic presidential candidate in the five elections since 2000 has averaged 91% of the Black vote, with 8% on average going to the Republican candidate, according to a Sept. 25, 2020 Gallup report. What will impact that turnout are the issues and whether voters believe the candidate’s stance on the most significant issues correlate to those directly impacting them and their families.

According to a recent Pew Research Center poll, the top issues for voters in this election are the economy (79%), health care (68%), Supreme Court appointments (64%), the coronavirus outbreak (62%), foreign policy (57%), followed by gun policy, race and ethnic inequality, immigration, economic inequality, climate change, and abortion.

As union members, our votes hold a lot of weight. CWA Local 1180 spends ample time scrutinizing candidates and throws its weight behind those who are labor friendly and will work with unions on issues and causes of importance to our members. Brown said since there is strength in numbers, if members get behind the labor-endorsed candidates when voting, labor will succeed in putting the right politicians in office. “It’s simply a matter of everyone actually taking the time to vote,” Brown said.

With so much history behind voting rights, it’s hard to imagine why anyone — especially minorities and women — would **not** vote. At the time of the ratification of the Constitution in 1788, most states limited voting to white, male citizens who were over the age of 21. It took 82 years for African American slaves to gain a constitutional right to vote, 132 years for women’s suffrage, and 183 years for those 18 to 21 years old to join the voting population. The impetus for this change was the passage of amendments to the Voting Rights Act in 1970 that set 18 as the minimum voting age for both federal and state elections.

Brown said that if one voter convinced just one other person to vote, and that one person convinced another two friends who each convinced another two people, “we would have tons of new people heading to the polls at a time when America really needs to be fixed and returned to a country of the working people. ■

Why You Should Vote

- **It is not just the president on the ballot:** Local 1180 is supporting Congressional candidates, New York State Senate and Assembly candidates, and even one for Queens Borough President — all of whom are labor-friendly. Please consider voting for them.
- **Higher turnout makes our democracy more representative**
- **Voting is a right generations of Americans struggled to win:** Citizens may take their right to vote for granted, but it wasn’t that long ago when entire groups of the population — like women and African-Americans — were denied that right.
- **Voting is your voice:** Voting is an important, meaningful way to back the issues you care about — and the representatives you think can best effect the changes you want to see. If nothing else, voting gives you a justifiable right to complain about your elected officials.



2020



General Election

ENDORSEMENTS

LOCAL 1180 urges you to **VOTE EARLY** using your absentee ballot.

Deadline to postmark Absentee Ballot Application: Oct. 27

or you can vote on **ELECTION DAY**

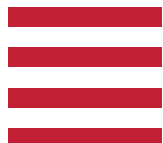
TUESDAY, NOVEMBER 3

& support these **LOCAL 1180-ENDORSED** candidates


2020 GENERAL ELECTION

CANDIDATE NAME	POSITION	DISTRICT
Joe Biden	President	United States
Kamala Harris	Vice President	United States
Ritchie Torres	US House of Representatives	Bronx — 15th District
Max Rose	US House of Representatives	Staten Island — 11th District
John Liu	NYS Senator	Queens — 11th District
Andrew Gounardes	NYS Senator	Brooklyn — 22nd District
Diane Savino	NYS Senator	Staten Island — 23rd District
Rebecca Seawright	NYS Assemblymember	Manhattan — 76th District (Rise & Unite line)
Brandon Patterson	NYS Assemblymember	Staten Island — 64th District
Donovan Richards	Borough President	Queens

EARLY VOTING: SATURDAY, OCT. 24 - SUNDAY, NOV. 1



Poll sites will be open on Election Day to vote in person; however, we encourage you to vote by absentee ballot or early voting. If you have not received your application, you can complete your ballot application at www.nycabsentee.com. Voting by mail is a safe and easy way to participate in November's General Election.

A portrait of Ruth Bader Ginsburg, wearing glasses and a white lace collar, set against a background of red and pink watercolor splatters.

By Marci Rosenblum
Communications Director

Remembering Ruth

U.S. SUPREME COURT JUSTICE RUTH BADER GINSBURG LEAVES BEHIND A LEGACY LIKE NO OTHER

Supreme Court Justice Ruth Bader Ginsburg, among the most avid questioners on the country's highest bench and a fierce defender of women's rights, spoke some of her most foretelling words shortly before she died on Sept. 18 at 87.

"My most fervent wish is that I will not be replaced until a new president is installed," Justice Ginsburg dictated to her granddaughter as if she knew what was to come.

At the time of her death, with just slightly more than six weeks until the Nov. 3 presidential election, Justice Ginsburg apparently did. Within hours of her passing, the Senate declared a quick vote on whomever President Trump nominated as her replacement, something he pledged to do immediately, and did, with the announcement of right-wing Judge Amy Coney Barrett. A polar opposite to Justice Ginsburg, if seated, cases involving abortion, religion, guns and health care are certain to resurface and likely overturned.

In 1993, President Bill Clinton appointed Ruth Ginsburg to the historically-conservative U.S. Supreme Court, the highest court in America, where she was only the second woman to serve. Like no other, Justice Ginsburg shook up the conservative judicial system and often authored dissenting opinions that would shape future policies for a more liberal, equal, and just American society.

She cast votes in support of gender equality, abortion rights, same sex marriage, and was an ardent proponent of the 2009 Lilly Ledbetter Fair Pay Act, and supporter of the 2010 Affordable Care Act President Barack Obama signed into law.

The problem was, and still is, that the current presidential administration stands in total opposition to everything Justice Ginsburg herself stood for, and has repeatedly tried to undo many Supreme Court rulings that have favored the working class and the labor movement. In 2017, for example, President Donald Trump suspended the pay equity law and has attempted myriad times to revoke Obamacare while offering no viable alternative healthcare plan.

Justice Ginsburg, although small in stature, was the nation's leading judicial voice for working Americans who have been constantly overlooked and shunned in this country. When labor and civil rights advocates sought justice at the country's highest court, they knew they could count on Justice Ginsburg to be the voice of reason.

During her tenure as a champion in black robes, she distinguished herself as an "architect of a legal strategy to bring cases to the courts that would ensure the 14th Amendment's guarantee of equal protection" under the law for both women and men, and she was known as a longtime crusader for equal rights for women and minorities.

Most of all, Ruth Bader Ginsburg spent her career not only defending the Constitution, but was an unshakable champion of civil rights and the freedom to join a union. In the 2018 *Janus v AFSCME* Supreme Court case, Justice Ginsburg dissented, throwing

her support behind unions to collect agency fees to help pay for collective bargaining from workers who choose not to join the union but are covered by the bargaining unit. In fact, Justice Ginsburg notoriously sided with organized labor with votes awarding back pay to an illegal alien fired for union organizing, protecting childhood immigrants from deportation according to DACA, imposing a six-month limit on detaining illegal immigrants, giving a voice to every voter undiluted by race, keeping the Voting Rights Act in order to prevent discrimination, and so many others that proved just how in touch she was with working, middle-class America.

Maybe that's because despite all the advantages life offered and her astonishing brilliance, Justice Ginsburg still had to fight to succeed. Maybe, in some small way, she was not so different from mainstream America that also works hard to make it to the top.

Bias was a familiar and frequent obstacle in her life. Despite being the top student at both Harvard and Columbia law schools, Ginsburg could not get hired by any law firm upon her graduation because of her gender. Undeterred, she pursued her other legal passion, civil procedure, which ultimately landed her as director of the influential Women's Right's Project of the American Civil Liberties Union during the 1970s. During this time, she argued — and won — six landmark, gender discrimination cases that challenged inherently-biased laws. Needless to say, Ginsburg left a legal legacy grounded in her work as a litigator with the American Civil Liberties Union.

One could say she paved the way for future legal cases like Local 1180's groundbreaking, successful EEO case against the City of New York that won \$15 million for Administrative Managers in a gender discrimination case.

Along with being a women's rights activist and Supreme Court justice, Ginsburg was a legal and pop-culture icon who was also the heroine of children's books, a Halloween costume for both children and adults, the star of her own coloring book, and the subject of a documentary film. Of course, Justice Ginsburg was also the Notorious RBG — a moniker she earned in 2013 that was a play on rapper Biggie Smalls' Notorious B.I.G. nickname — something she was so proud of that she reportedly admitted to keeping herself well stocked with Notorious RBG T-shirts that she gave as gifts.

"Justice Ginsburg was fighting for causes that we are still fighting for today, but thanks to her tenacity in taking apart patriarchal hierarchy, women have equal rights and can reach for the glass ceiling the same as men," said Local 1180's Women's Committee Chair Denise Gilliam. "We might have to work harder and fight harder to get what we want, but we have the law on our side and for that we can thank the Notorious RGB, our hometown Brooklyn hero." ■



GLORIA MIDDLETON

President

An Election More Important Than Ever

We, as citizens of the United States of America, will determine how we want our country to go forward, not only for ourselves, but for our children and our grandchildren, when we vote in the upcoming Nov. 3 election.

We are all a part of the same working class, living and working in the same metropolitan area, dealing with similar issues. That means when we head to the polls in just a couple of weeks, we will all determine whether we want to keep the current divisive atmosphere, the racial and gender injustices, the blind eye toward climate change, and the apathetic stance to equal healthcare for all.

Make no mistake, what is at risk is clear. The current federal administration has proven to us time and time again that Washington's agenda is NOT for those who must work to make a living. His administration has continually attacked workers' rights in both the public and the private sectors, leaving no stone unturned. From day one in office, this presidential administration has attacked workers' safety, workers' wages, and workers' rights. He has promoted the interests of corporate executives and shareholders over those of working people. After four years in office and so much negativity toward labor, it's hard to even recall everything he's done to erode our power.

What is at risk is clear. The current federal administration has proven to us time and time again that Washington's agenda is NOT for those who must work to make a living.

But one thing we won't easily forget is the *Janus v AFSCME* Supreme Court case that took away labor's right to collect dues from employees in a bargaining unit. Touted as the case that would knock the wind out of labor and bring us to our knees, the *Janus* case actually had the opposite effect. It strengthened labor unions like never before by bringing us all together to defeat the enemy. Yet, years later, there are follow-up cases coming to the Supreme Court of the United States that will continue to cut off the legs (finances) of unions to give us less power. Without Justice Ruth Bader Ginsburg on the bench, our chance of success from SCOTUS has dwindled to almost none.

The private sector under the Trump Administration has not been spared either. The National Labor Relations Board (NLRB)

has systematically rolled back workers' rights to form unions and engage in collective bargaining. Since it has been proven that unions lift wages for all workers, even those not unionized, it's no wonder he wants to strip workers of this right.

While I knew that the Trump Administration has not been a friend of labor, I did not know that in his four years as president, there have been at least 50 — yes, 50! — egregious attacks on working people as part of his pro-corporate, anti-worker agenda. The Economic Policy Institute actually provided a comprehensive review of just the top 50, which means there are even more.

Of course, we are still living through one of his worst, suffering in a pandemic where, to date, 213,000 Americans have died. His administration failed to adequately address, or even acknowledge, the coronavirus pandemic and its economic shock, and now has blocked extension of the \$600 increase of unemployment insurance benefits that will cost 5.1 million jobs and additional aid to state and local governments.

Most of us know someone who has either suffered or died from COVID-19. His administration, through the Occupational Safety and Health Administration, has failed to protect the health of workers during the pandemic by not enforcing the Occupational Safety and Health Act or require any steps to safeguard workers from the virus. His continued mockery of a worldwide health crisis is mind boggling, especially considering the president himself had the coronavirus.

The Top 50 recalled so many attacks on labor that I didn't even remember from the past four years. Some of the ones that stood out the most were:

- attacking wages by preventing millions of workers from receiving overtime by lowering the overtime threshold
- proposing a rule to allow employers to capture workers' tips, which would cost workers more than \$700 million annually
- denying workers a minimum wage increase
- undermining collective bargaining rights
- obstructing workers' right to fair union elections
- narrowing the joint-employer standard under the National Labor Relations Act
- nominating anti-worker candidates in the U.S. Supreme Court, Department of Labor, and National Labor Relations Board

He has also told white supremacists to "stand back and stand by" on worldwide television

instead of denouncing them. When a young, white woman fighting for racial justice was killed by this same type of group, he said "there are good and bad people on both sides". He has separated immigrant children from their parents and held them in cages, saying they came here to break our laws. He has even called certain immigrants rapists and thieves.

This is not the America I know and love. This is not the America our ancestors came to, fought against slavery to live in, and marched in the Civil Rights movement for so that everyone — Black, white, Jewish, gentile — would have a country of equal justice for all.

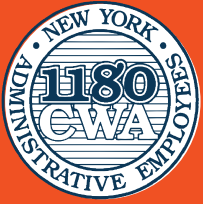
We all have different opinions of how government should be run. However, I believe we can agree that we want better lives for our children, grandchildren, and all the generations to come. At this point, most of us are probably skeptical about politicians, and rightfully so. They have strategic personalities to be able to convince voters that they are the better candidate. Before making a decision at any election, I look at candidates' achievements and legislative records to see how they voted on bills that are important to me. There is no perfect person who runs for any office. However, the insanity that currently exists in this administration is out of control and must be stopped!

Every person who has the right to vote must vote on Nov. 3! Remember, women did not always have the right to vote. Neither did Blacks. Both groups had to fight for Constitutional Amendments that granted us those rights. Now that we have them, use them for this election.

Voter suppression is still real. Names are erroneously taken off of voting rolls, state ID cards and birth certificates suddenly need to be produced at the polls, intimidation at the polls is widespread, and the newest mail ballot "fraud" has caused ballots to go astray.

We must defeat this presidential administration and the only way to do that is to get out the vote like we have never done before. We need to turn out numbers even greater than we did when we elected President Obama.

Early voting in New York starts Saturday, Oct. 24. Know your voting place. Have your absentee ballot with you in case there is a line so you can drop it in a designated box at your polling site. However you plan to vote, just vote! Your life, your children's lives, and even their children's lives depend on it! ■



Local 1180 Introduces NEW MOBILE APP

If your email inbox is overflowing and you get charged for text messages, Local 1180 has found a new way to send members important union news that will just pop up on your smart phone via a push notification.

The union has been testing its new mobile app, called Union Strong, for the past few months to make sure all features are properly working, and unveiled the app at the October general membership meeting.

"We are excited to fully launch this new way of being able to stay in touch with our membership, especially since it enables us to push out notifications so quickly and for members to know about important news right away," said Local 1180 President Gloria Middleton. "In the past couple of years, we have heard from members who said they didn't receive our emails in time to attend an event, or that our emails were being blocked at their work locations and they missed an important announcement.

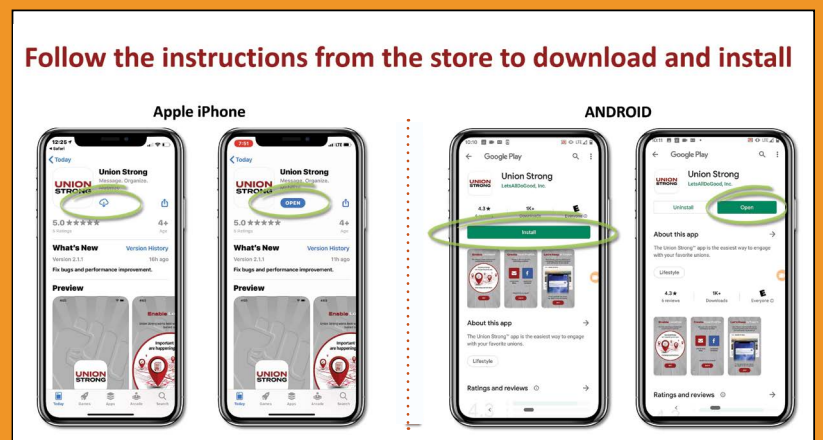
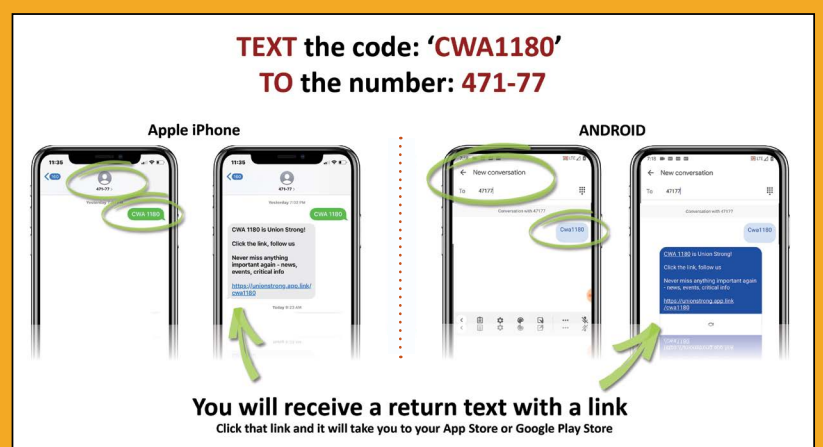
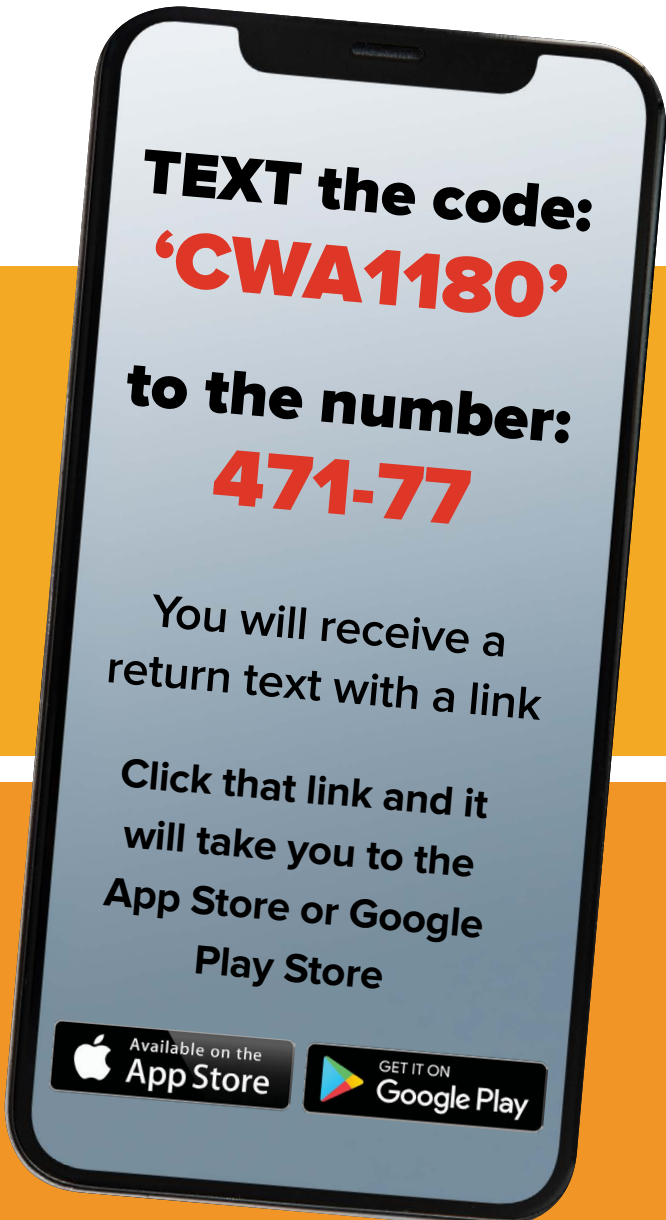
With our new mobile app, our notifications are instantaneous as long as members have push notifications enabled on their phones."

At the membership meeting, the mobile app developers gave a brief overview of the product, and within 10 minutes, almost 100 members had already downloaded it and signed up. On Monday, Oct. 26, an email is being sent to all members who have email addresses on file with Local 1180 about the Union Strong app, including how to get the app, how to download it, and how to sign up. There will also be contact information for how to reach technical support at the union for those having any difficulties downloading, installing, or setting up the mobile app.

For those who are tech-savvy and want to get a jump start on the process, however, you can text the code "CWA1180" to 471-77. You will receive a reply text with a link. Click on that link and it will take you to either the App Store on an iPhone or the Google Play Store on an Android. Install the Union Strong app on your phone and follow the instructions to register. The only other important point to note is that you must enable push notifications on your phone.

Middleton said she highly encourages all members to take advantage of the mobile app, which is free, as one of the best means of receiving updates from the union. "As we continue in this pandemic, and have no idea for how much longer, we are operating under a completely different 'new norm' than ever before. That means we have to be creative in how we communicate with our members as our old ways of site visits, in-person meetings, and general membership meetings are not viable options until COVID-19 is gone," she said. "It's still so important to us that we continue to be as open with our members as we have been in the past. This mobile app will allow us to do that."

Local 1180 is going to continue with its strong social media platforms, website, email blasts, and Communique. The Union Strong mobile app is just another way — and the fastest way — to reach as many members as possible at one time. ■



3

You are connected to CWA 1180!

Apple iPhone ANDROID

Hit the **NEXT** button through the following screens

4

Be sure to enable LOCATION & PUSH NOTIFICATIONS

Apple iPhone ANDROID

5

Register with EMAIL
(or use Facebook or Apple ID if you prefer)

6

Fill in Fields
Name, Email, ZIP
Create a password for yourself

Apple iPhone ANDROID

7

Tell us about yourself
(check all that apply)

Apple iPhone ANDROID

8

You are all set!!

You will now start receiving important updates from CWA 1180!!

Local 1180 Benefits Funds

2020 DENTAL PLAN OPEN ENROLLMENT



The CWA Local 1180 Benefit Funds Dental Plan Open Enrollment Period started Oct. 1 and runs through Nov. 30, 2020. Any change you make to your dental plan coverage will be effective Friday, Jan. 1, 2021. You may choose only one plan and you will be enrolled in your selected plan for the entire calendar year 2021. All plan descriptions can be found on the Local 1180 website at www.cwa1180.org/resources. **If you wish to remain in your current plan, no action is required.**

THE FUND SCHEDULED DENTAL BENEFIT PLAN (Administered by Daniel H. Cook Associates)

Under this plan you may go to any dentist you choose, but when you use a dentist who is not a participating dentist, you may incur an out-of-pocket expense for covered services. Payment is made for dental expenses up to \$2,000 per calendar year, for each covered member and eligible dependents. Participating dentists will accept the fixed fee set by the plan as payment-in-full for the services you receive. (Claim forms are required). If cost of treatment exceeds \$500, or when charges for a course of treatment includes crown or bridgework, you must submit a pre-treatment plan before the work begins. Benefits will be denied on any claim not submitted for pre-treatment review as required. For additional information about this plan, please call **212.505.5050** or visit www.dhcook.com

DENTCARE/HEALTHPLEX DENTAL PLAN (Group # Actives: GG-043, Retirees: GG-046)

This program provides all necessary dental services with little or no out-of-pocket expense. You are required to use a DENTCARE AFFILIATED PROVIDER. You will receive an ID card that

you will present to your participating provider. (No claim forms are required under this plan). This plan has no annual maximum and provides orthodontia coverage for eligible children and adults. For additional information about this plan, please call **800.468.0600** or visit www.healthplex.com

EMPIRE BLUECROSS/BLUESHIELD XPO PLAN (Group # 300310)

Empire BlueCross/BlueShield Dental Plan lets you choose from thousands of licensed dentists and specialists nationwide. Average discounts of 70% on covered services when compared to out-of-network. You pay a negotiated rate for covered services from in-network, up to your coverage year maximum of \$2,000 per individual, annually. For additional information about this plan, please call Empire BC/BS at **844.852.1553** or visit www.empireblue.com

EMBLEM HEALTH PREFERRED DENTAL PLAN (Group # Actives: 1D886, Retirees: 1D887)

Emblem Preferred Dental gives you quality coverage with access to over 8,500 dentists and specialists in New York and New Jersey. You can choose a network dentist or specialist for services covered under your plan. You are not required to pick a specific primary dentist. Emblem has a \$2,000 annual maximum per person; however, with this dental plan, you can cover your children up to age 26. Also, children are covered for orthodontia services until the end of the year they turn 19. There is a monthly premium associated with this plan. Actives = \$34.51, Retirees = \$29.76 per household. For additional information about this plan, please call Emblem Health at **866.808.9399** or visit www.emblemhealth.com

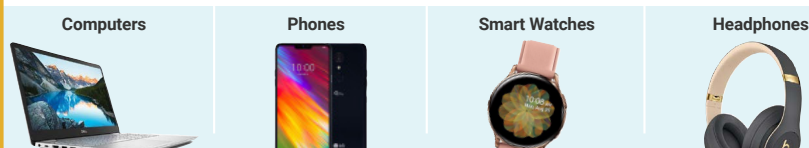
Coming Soon!
Get what you need.
Pay over time.

Be on the lookout for exciting news about Purchasing Power, a purchase program offered by CWA Local 1180, that makes it easy to get the products you need when you want to keep your cash and pay over time.

To learn more, watch Purchasing Power's webinar [HERE](#).



- Spending Power**
Access to spending power for the things you need with no credit check or hidden fees.
- 1000s of Brand-Name Products**
Find the items you need to create a more comfortable and productive home.
- Manageable Payments**
Pay over 6 or 12 months with no down payment, and you'll always know the total cost upfront.
- Better Choice**
Although not a discount program, it's an alternative to loans, high-interest credit cards or rent-to-own.



Products and pricing are available while supplies last and are subject to change without notice, so go online for the latest offering. Individual eligibility requirements and spending limits may apply.
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Welcome to Capital Rx
Your new prescription benefit provider



We're pleased to welcome you to **CWA Local 1180 Benefits Fund's** new prescription benefit program!

Capital Rx is dedicated to giving you the best service and the resources required to help you lead healthier and more vibrant lives.

At Capital Rx, we are committed to:

- Promoting safe, cost-effective, and clinically-appropriate use of medications.
- Ensuring convenient access to your prescriptions at reasonable prices.
- Helping you achieve the best possible health outcomes.

What to expect next?

Prior to January 1, 2021 you will receive a new prescription ID card.

- You will need to present the new ID card in order for the pharmacy to fill your medication.
- To prepare for the transition, we recommend you refill your current medication prior to January 1, 2021.
- Your prescription benefit allows you to receive up to a 90-day supply of your maintenance medication(s) conveniently delivered to your home. Ask your physician to write a prescription for a 90-day supply, plus additional refills (to be filled through the Costco mail service pharmacy).
- Effective January 1, 2021, you can fill mail orders through Costco Mail Pharmacy. You can contact Costco at 1-800-607-6861 with questions.

Questions?

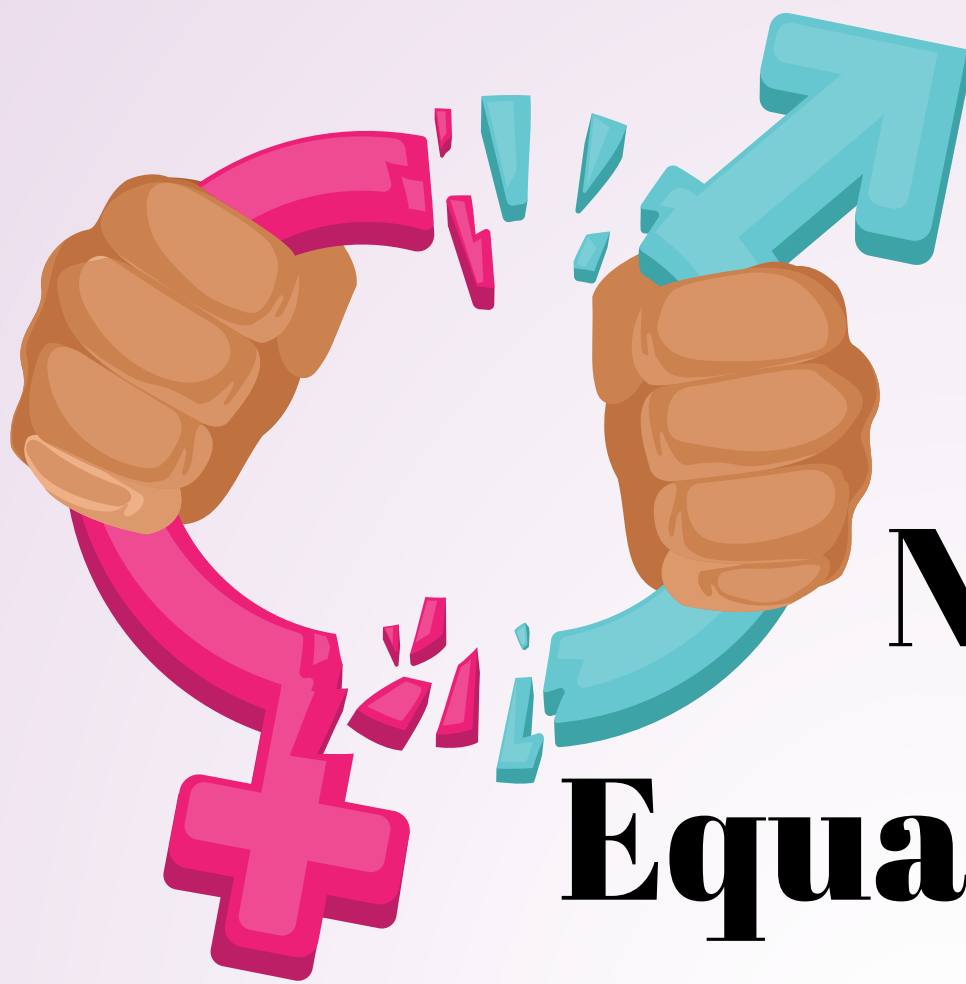
Please visit www.cap-rx.com or beginning on January 1, 2021, call the Member Help Desk 24 hours a day, 7 days a week at the number on the back of your card.

Capital Rx
228 Park Avenue
South, Suite 87234,
New York, NY 10003

We're excited to have you as part of the Capital Rx family!

Questions?

Please visit www.cap-rx.com or beginning on January 1, 2021 call the Member Help Desk 24 hours a day, 7 days a week at the number on the back of your card.



By Marci Rosenblum
Communications Director

There is No Equality in (Latina) Equal Pay Day

Pay disparity between men's and women's wages in the United States is nothing new. In fact, it goes back much further than 1996 when Equal Pay Day was first created, bringing attention to the enormous wage gap that exists between the genders.

The problem, however, is that even Equal Pay Day isn't equal. For white women, Equal Pay Day is in early April; for Black women, it is in August; yet, Latina Equal Pay Day comes in November. This year, while that day is Nov. 2, it is being celebrated with a social media storm on Oct. 29 due to Election Day.

Since Latina Equal Pay Day is the last Equal Pay Day of the year, this means Latinas have to work longer than everyone else to earn the same salary as white men did last year to support their families. With more than half of all Latinas being the primary breadwinner in their households, this gap hurts families and the economy, contributing to a cycle of poverty. Lower earnings means less money for their families, which impacts their ability to buy groceries, pay for childcare, invest in their children's education, and so much more.

More than 50 years after the passage of the Equal Pay Act of 1963, Latinas typically earn only 55 cents for every one dollar earned by non-Hispanic, white men — and they must work almost two full years to earn what white men earn in just one.

Local 1180 has been the leading voice in the labor movement in the fight for pay equity and transparency, especially for women and women of color, and that includes Latinas.

"Latinas are fighting two battles, the gender wage gap and the ethnic wage gap. Their experience and their education often don't matter if there is a white male competing for the same position," said Local 1180 President Gloria Middleton, who led the union in a successful \$15 million EEO lawsuit against New York City based on gender discrimination. "We won't stop speaking out on this issue until there is full equality and we no longer need equal pay days for any group."

The issue is that on the whole, American working women across the board earn less than American working men. According to various data reports, in 2020 the average woman earns 82 cents for every dollar earned by men. However, Black women and Latinas earn just 62 cents and 54 cents, respectively. What Latinas lose in lifetime wages due to the wage gap is a staggering number — more than \$1.1 million!

According to the National Women's Law Center, Latinas must obtain at least a bachelor's degree before their typical wages will exceed those of white, non-Hispanic men without a bachelor's degree. Surveys have found that discrimination — racism, sexism, prejudice against immigrants — is one of the top factors that contribute to the pay gap Latinas face. While Latinas are definitely at a disadvantage, so are all women, and the current federal administration is not doing much to help.

While President Trump claims he has a "great respect for women", his presidential policies tell a completely different story. One of the top five things he has done to

According to a report from Economic Policy Institute, **unionized working women, on average, are paid 94 cents to every dollar earned by unionized working men. Additionally, unionized working women are more likely to have access to paid leave, paid sick days, and vacation time.**

impede women's rights since he took office includes rolling back the Lilly Ledbetter Fair Pay Act that strengthened the 1963 Equal Pay Act, thereby blocking laws that promote equal pay in the workplace. The Lilly Ledbetter Fair Pay Act of 2009 was the first piece of legislation signed by President Barack Obama. It forced large companies of 100 employees or more to report the wages they pay their employees based on race and gender, and submit that data every year to the Equal Employment Opportunity Commission. While companies already keep this data, President Obama made sure they had to disclose the information so the gender income gap would be accurately recorded, and made public.

In 2017, President Trump reversed the ruling and blocked the income data collection, claiming it was "unnecessarily burdensome" on companies. The National Women's Law Center and other groups sued the Trump Administration, and in March 2019, a federal judge ruled his administration broke the law. Not surprisingly, they appealed and the case is waiting to be decided by a higher court.

Considering the growing importance of the Latina community to the U.S. economy, it's time to pay more attention to the earnings gap between Latina workers and "white men." According to the Economic Policy Institute, "the Hispanic-white wage gap has remained wide and relatively steady despite the fact that Latinas are growing as a proportion of the workforce." Closing the Latina wage gap would add an estimated \$26,000 to the annual salary of the average Latina. One of the best ways to do that is through organizing low-wage industries where Latinas are typically employed — janitorial, housekeeping, maid services, and building cleaners, according to the National Women's Law Center. Union membership would help ensure Latinas, and women in general, secure equal access to opportunities, job security, and higher salaries.

"Policy change is needed across the board if women are ever going to have a fighting chance. That's why Local 1180 is such an outspoken voice for pay equity, gender equity, and racial equity," Middleton said. "The pay gap hurts all women, but it definitely impacts Latinas the most as the data shows. Institutional discrimination in a country like America that prevents women, often the ones supporting their families, from succeeding should be a thing of the past." ■

Latina Equal Pay Day is the last equal pay day of the year.



GERALD BROWN

Second Vice President

The Two Important E's – Election and Education

My column this issue is devoted to two very important topics: the 2020 election and education benefit increases for 2021.

Let's start with Election 2020 as it is right around the corner. In case you don't know, there are three ways to cast your ballot in the upcoming Nov. 3 general election. However, **how** you vote is not nearly as important as making sure you actually vote.

Vote by Mail with an Absentee Ballot: Due to this year's COVID-19 pandemic, mail-in voting, also known as absentee voting or vote-by-mail, has steadily gained in popularity. In fact, during the primary election this summer, mail-in ballots accounted for more than half of the votes cast in the 37 states for which data was available. If you choose to vote by mail-in ballot this November, please pay attention to the strict details and follow all the rules and regulations

In case you don't know, there are three ways to cast your ballot in the upcoming Nov. 3 general election. However, how you vote is not nearly as important as making sure you actually vote.

to ensure your ballot will be counted. At the bottom of this page, I listed some important information, including deadlines and links, that will help you stay on track if you vote by mail-in ballot.

Early Voting: If this is your choice of voting in New York City, early voting will be operational 10 days leading up to the election beginning Oct. 24 and ending Nov. 1.

Please familiarize yourself with early voting locations and hours of operation for each site as they do vary from day to day. In addition, there also will be a drop box at all early voting locations that you can use to drop off your ballot and ballots for other individuals.

Election Day Voting on Nov. 3: If you prefer the good, old fashioned method of voting at the polls on Election Day, please take the time to know where your voting location is before you head out as some polling places have changed. If you are unsure, or you just want to verify yours, you can go to voterlookup.elections.ny.gov/. I urge you to try and vote in the earlier part of the day as the hours between 5 p.m. and 9 p.m. are expected to be the busiest, which means a longer wait. Vote early to avoid the crowds, and remember to wear a mask.

As of Oct. 24, more than 60 million people have already voted in this election and the total number of voters by the time Election Day is over is expected to shatter the record. Be a part of history by making sure to cast your ballot by whatever voting method you choose. The important thing is to JUST DO IT and encourage as many of your friends, family, and coworkers to JUST DO IT, TOO. We need everyone's participation if we are going to be victorious and turn this country back to what it was just four years ago — a country for the working people.

Education Benefit Increases for 2021

The White House isn't the only change we hope to see in 2021. Closer to home, the Local 1180 Education Fund will be increasing the benefits available to members beginning Jan. 1.

First of all, the **Adult Education Benefit** will be increased from \$100 to \$200 annually, and pertains to all job-related, adult education courses. This benefit gives members an opportunity to shop around for the best adult education courses that are specific to their work-related needs. For more information about this benefit, you can go to our website at www.cwa1180.org.

The second benefit enhancement is for the **College Tuition Reimbursement Program**. Effective with the Fall 2021 semester, the college tuition reimbursement will increase from \$200 to \$300 per semester for up to three semesters per calendar year (spring, fall, and summer semesters). A balanced college education has always been, and remains to be, the success of many work-related opportunities. Please take advantage of this benefit to advance your career.

The third enhancement is the Undergraduate Study at the CUNY School of Labor and Urban Studies. Effective with the Fall 2021 Semester, we have increased sponsorship from 24 to 30 credits for urban studies-related courses. Please note that Local 1180 also sponsors 24 credits toward a master's degree at the CUNY School of Labor and Urban Studies, which has two campuses: 43rd Street in Manhattan (212.827.0200) and at Queens College (718.997.3060). Please contact the school of your choice to discuss admissions requirements.

Hopefully as an eligible Local 1180 member, you will take advantage of these beneficial educational opportunities. ■

ABSENTEE VOTING

Oct. 27: Last day to request an absentee ballot online, via email or fax. If you are sending the application request via regular mail, last day to have it postmarked.

Nov. 2: Last day to request an absentee ballot in person.

Signed absentee ballots may be returned by:

- Mail so it's postmarked by Nov. 3
- Dropping it off at an early voting poll site from Oct. 24 - Nov. 1.
- Dropping it off at a poll site on Nov. 3 by 9 p.m.
- Dropping it off at your County Board of Elections no later than Nov. 3 by 9 p.m.

Need help completing your absentee ballot?
www.elections.ny.gov/VotingAbsentee.html

EARLY VOTING

Saturday, Oct. 24 - Sunday, Nov. 1

Voters must vote at your assigned Early Voting Site, which might not be the same as your regular voting location.

There are 88 early polling sites spread out across the five boroughs

To locate your assigned site, you can go to findmypollsite.vote.nyc

To find the times that early polling sites are open, you can go to vote.nyc/page/early-voting-information

ELECTION DAY VOTING

Tuesday, Nov. 3

Polling sites are open from 6 a.m. - 9 p.m.

Voters in line by 9 p.m. can cast a ballot.

Registered voters should receive an "NYC Information Mailer" in the mail containing a fast tag for contactless check-in and a fast pass card with all your voting information. Bring these to your polling site so a poll worker can scan them to check you in.

Only first-time registrants who did not provide identification when they registered to vote need to show identification at the poll site.

If you believe you are registered to vote and your name does not appear in the poll book, you are entitled to receive an affidavit ballot.

Newly Elected & Executive Board Delegates to CWA Convention

Jan. 1, 2021 - Dec. 31, 2023

President Gloria Middleton and 10 other Executive Board members were re-elected by acclamation on Oct. 1 after the union's Election Committee met and determined that no further proceedings were required. They are being joined by three new Board members. "I want to thank the members of CWA Local 1180 not just for the confidence you have shown in my leadership as your president, but for the entire Board throughout the years. The Executive Board, with our members' support, has set record-making precedencies in New York for workers and our communities," Middleton wrote in a recent letter to the membership. "You, our 1180 members, continue to support us, as we now have 99% dues-paying, signed membership cards on record, enabling us to do the necessary work that keeps CWA LOCAL 1180 on the map. AND we continue to grow."

The Executive Board-elect is comprised of: Gloria Middleton, President; Georgina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; and Lourdes Acevedo, Recording Secretary. Members-at-Large are: Teesha Foreman, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Deborah Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, and Hazel O. Worley.

Regina Kelly, Election Committee Chair, read off the election results at the Oct. 14 General Membership Meeting, where she declared the unopposed candidates to be the elected Officers, Executive Board, and Delegates to the Convention of CWA 2021-2023. Other Election Committee members are Co-Chair Earlene Powell, Debra Busacco, Carmen Carter, Shakima Ivory, George Johnson, and Rita Richards. Due to the COVID-19 pandemic, the new Officers and Executive Board will be sworn in during the January virtual General Membership Meeting. ■



Gloria Middleton
President



Gina Strickland
First Vice President



Gerald Brown
Second Vice President



Robin Blair-Batte
Secretary-Treasurer



Lourdes Acevedo
Recording Secretary



Teesha Foreman
Member-At-Large



Ranston Foster
Member-At-Large



Denise Gilliam
Member-At-Large



Helen S. Jarrett
Member-At-Large



Debra Paylor
Member-At-Large



Rosario Roman
Member-At-Large



Gregory Smith
Member-At-Large



Venus Williams
Member-At-Large



Hazel O. Worley
Member-At-Large

President Middleton Lands On Two Top 100 Lists

City & State once again published its list of top 100 labor leaders who are influencing government. **The Labor Power 100 List** highlights those leaders who make a difference, whether it's how to restart schools, save transit systems, or ensure adequate health care, as well as the state's leading activists, academics, and elected officials who are ensuring that working New Yorkers are not forgotten in the midst of an unprecedented crisis.

Local 1180 President Gloria Middleton made the list again this year, joining the ranks of other top labor leaders fighting to save members' jobs, protecting their health and safety during the worst pandemic in a century, and making sure that contractual obligations were fulfilled despite a brutal economic blow.

Her attributes were described as "the first female president of the Communications Workers of America Local 1180, [Middleton] led negotiations that had more than 8,100 administrative employees and supervisors in New York City government starting the year with higher wages. The union recently won the right to unionize hundreds of assistant directors at city hospitals and clinics, but said it isn't being provided with a list of people in that position."

While the fight for equal rights and treatment for Black Americans has been waged for centuries, today's activists are building on the accomplishments of countless civil rights leaders of past generations. Then and now, New York has been home to many of the most prominent Black individuals who have taken up the cause, and City & State recognized those who stood out in the crowd with their **Power of Diversity: Black 100 List** that recognizes the most influential Black individuals in New York politics. President Middleton once again made that list.

"To confront the current crisis, Gloria Middleton has been working with New York City Mayor Bill de Blasio to find cost cuts that would allow her union's members to keep their jobs during the pandemic. This summer, the union prevailed in an 11-year fight to give New York City Health+Hospitals assistant directors the right to unionize," said the City & State article that bestowed Middleton with the honor. ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 19, 2020

Meeting called to order at 7:00 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: Lenora Smith

Minutes from the April 14, 2020, meeting were presented. Motion was duly made, seconded, and carried to accept the minutes with necessary corrections.

President's Report

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

April 16 — Held a conference call with Damien Arnold, CWA Local 1180 Fund Administrator, to discuss Security Benefit Funds. Damien is working with Jermain Armstead, Local 1180 Outreach Coordinator, in creating a virtual question-and-answer session to address member questions. Later that day, she met with Trustees to review security benefits appeals.

April 20 — Participated in the weekly virtual Executive Board meeting with New York City Central Labor Council (NYCCLC) regarding the continued impact on public sector unions due to the COVID-19 pandemic. State Comptroller Tom DiNapoli participated, discussing budget issues and pensions.

April 21 — Held conference call with Alan Sachs about the status of the distribution of Local 1180 Annuity Fund payments for Administrative Managers.

April 22 — Chaired the Local 1180 virtual weekly staff meeting.

April 27 — Participated in the weekly virtual Executive Board meeting with NYCCLC regarding the continued impact on public sector unions due to the COVID-19 pandemic. Denis Trainor, CWA District 1 Vice President, participated in the discussions. Henry Garrido, Executive Director of DC 37, discussed what we want to present to the NYC Mayor's Advisory Board.

April 28 — Chaired the Local 1180 virtual Trustees meeting to review CWA Local 1180 Funds.

April 29 — Held conference call with Joel Spivak, Esq., to discuss legal matters being handled on behalf of CWA Local 1180 members. Held a Fund Trustees meeting to review fund appeals.

April 30 — Was interviewed by the *New York Times* about our members working at Elmhurst Hospital and how COVID-19 has impacted them. The *New York Times* wrote a wonderful tribute to Priscilla Carrow, Local 1180 Shop Steward, who succumbed to COVID-19. That afternoon, held a conference call with Arthur Cheliotas.

May 1 — Participated in the May Day virtual conference streaming on Facebook Live hosted by New York State Senator James Sanders Jr. (Queens) celebrating essential workers during this pandemic. Members-at-Large Debra Paylor and Helen S. Jarrett also participated in this event.

May 3 — Prepared for the upcoming NYC City Council hearing with Communications Director Marci Rosenblum.

May 4 — Participated in the weekly virtual Executive Board meeting with NYCCLC. That afternoon, met with Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; and Arthur Cheliotas, Business Manager to discuss CWA Local PAA et al new contract language from 2010–2018. Next, we will discuss and finalize the 2018–2021 PAA et al contract language to include the Administrative Manager salaries and differentials.

May 5 — Testified in front of the New York City Council zoom meeting hosted by

Councilmember I. Daneek Miller regarding health insurance for NYC municipal workers who have died due to COVID-19.

May 6 — Chaired the weekly virtual staff meeting. That afternoon, participated in the New York State Public Employees Conference (NYSPEC) with invited guest State Comptroller Thomas P. DiNapoli.

May 11 — Participated in the weekly virtual Executive Board meeting with NYCCLC regarding the COVID-19 impact on different factions of labor. Millions of people are struggling and applying for unemployment benefits. Later that day, she held a conference call with Gene Carroll from Cornell University and Robin Blair-Batte regarding CWA Local 1180's future participation in Cornell University leadership program.

May 12 — Held a conference call with Arthur Cheliotas. Later that day, held conference call with Naresh Mohabir and Marci Rosenblum regarding the upcoming Local 1180 General Membership meeting.

May 13 — Met with Robin Blair-Batte to discuss CWA Local 1180 re-opening issues. That afternoon, held discussions with DC 37 and OSA regarding a request from the Mayor's office to have our members act as Ambassadors this weekend to hand out information regarding COVID-19.

May 14 — Held follow-up conversations with Henry Garrido, DC 37 Executive Director, OSA President Bob Crogan, and Gina Strickland regarding the request from the Mayor's office to have our members act as Ambassadors this weekend to hand out information regarding COVID-19.

May 15 — Met with Commissioner Steve Banks, Dan Pollack, and Gina Strickland to discuss the jurisdictional issue of members asked to act as Ambassadors during the COVID-19 pandemic. DC 37 members hold the titles of Community Associate, Community Coordinator, and Community Assistant and they will be the ones handing out fliers.

May 16 — Participated in the weekly virtual Executive Board meeting with NYCCLC and continued conversations on the COVID-19 pandemic. That afternoon, reviewed the Administrative Manager appeals with Gina Strickland, Robin Blair-Batte, Gwen Richardson, and Arthur Cheliotas.

May 19 — Chaired the CWA Local 1180 Virtual Executive Board meeting.

President Middleton distributed and discussed the May 19 monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

April 27 — Surprised Tina Somwaru.

April 28 — Participated in the CWA Local 1180 Trustees meeting.

April 30 — Participated in the webinar "Building Worker Power in New York."

May 1 — Participated in the webinar "Re-thinking Immigration."

May 3 — Participated in the Local 1180 contract review.

May 5 — Participated in a virtual meeting with Staff Representative Desiree Waters and Business Manager Arthur Cheliotas to update and present contract demands for Department of Education (DOE) members. They are working with Dan Pollack from Labor Relations on the demands.

May 7 — Participated in the weekly NYCCLC meeting. John Samuelson from the New York City Transit Authority also participated. Discussed was the high number of employee deaths related to COVID-19.

May 14 — Reviewed submitted Administrative Manager Appeals with Robin Blair-Batte, Arthur Cheliotas, and Gwen Richardson.

May 16 — Participated in the CWA Local 1180 Trustees meeting. This afternoon, participated in webinar "COVID-19 Communicable Disease Workplace Fundamentals." Lena Solow and Helen S. Jarrett also participated.

First Vice President Gina Strickland reported the following staff representative activity for April 2020:

Activity	April
Conference Calls	8
Emails	2606
Health & Safety Meetings	10
Hearing Preparation	3
Hearings	3
Labor Management Meeting	3
OATH	1
Phone Calls	871
Supervisory Conference	1
Staff Rep Services Emails	72

Second Vice President's Report

Second Vice President Gerald Brown reported:

School Construction Authority (SCA) update: met with the administration at SCS regarding the Administrative Coordinator Exam that was administered in Feb. 2020. Because of COVID-19, the exam results will be delayed in going out. When they do go out, the appeals process will be included with the results.

DCAS postponed the Administrative Manager Exam filing scheduled for April 1–21, 2020, until further notice. Due to the postponement, training interest by members has gone down tremendously. Out of nearly 700 members registered for training, very few are participating with the online training exercises. Only 16 members participated in April, and four in May.

CUNY School of Labor and Urban Studies has gone remote for the remainder of the Spring 2020 semester.

New York State Primary elections are scheduled for June 23, 2020.

To date, CWA Local 1180 has endorsed two candidates: Ritchie Torres for the 15th Congressional District in the Bronx, and Elizabeth Crowley for Queens Borough President. In addition, Local 1180 interviewed two candidates for the New York State Senate District in Brooklyn: Tremaine Wright and Jason Salmon. Motion was duly made, seconded, and carried to endorse Tremaine Wright.

A motion was duly made, seconded, and carried to endorse Richard David for the 31st NYS Assembly District in Queens.

A motion was duly made, seconded, and carried to endorse Joseph Biden for President of the United States of America.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte advised that the T.D. checking account has a balance of \$496,851.70 as of C.O.B May 19, 2020.

Secretary Treasure Robin Blair-Batte announced that CWA Local 1180 doesn't have any members scheduled to participate in the New York State AFL-CIO/ Cornell Union Leadership Institute this year. Classes are supposed to commence on July 2020; however, due to COVID-19, classes have been postponed, with an anticipated start date after Election Day.

Because Pause NY has been extended until May 28, we would be at Phase II re-opening. To date, CWA Local 1180 staff are working virtually. CWA Local 1180 employees are going into the office once or twice a week. Their temperatures are being taken and they must wear masks while on the premises. Renovations are still occurring. Members can still call 212.226.6565 or email staffrep@cwal1180.org and someone will get back to them.

Secretary-Treasurer Robin Blair-Batte reported the following member activity:

Member Activity for March 2020	
New Member Enrollments	56
Termination	0
Retirements	30
Deceased	8

Member Activity for March 2020

Total Active Members	8,306
Total Retired Members	6,627

Member Activity for April 2020

New Member Enrollments	42
Terminations	1
Retirements	17
Deceased	13
Total Active Members	8,263
Total Retired Members	6,610

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

Recording-Secretary's Report

Recording Secretary Lourdes Acevedo announced she participated in the CWA Local 1180 Virtual Quarterly Trustee meeting. Additionally, she and Rosie Roman have been checking in on the Staten Island Borough Coordinating Committee. They are working on setting up a virtual meeting with all members soon.

Members-at-Large Reports

Venus Colon-Williams questioned what our members are supposed to do with their children out of school if agencies anticipate re-opening the end of June or beginning of July with no summer camps going on? Some members are still working from home. Schedule modifications are needed in order to conform with CDC guidelines.

Hazel O. Worley announced she received forms for Summer Camp.

Debra Paylor announced she participated in the CLC meeting with Gina Strickland and DC 37 Executive Director Henry Garrido. They were concerned that construction workers are being impacted by COVID-19. The Council wants to do some virtual Summer Youth Programs. Only 100 slots will be available. It was turned down because you would need a dedicated worker to sit down and train and talk to the participants.

Debra announced that she also participated in a virtual H+H meeting. Commissioner on Public Health System Carlena Rivera was the presenter at the meeting. June 1, 2020, is the anticipated date to re-open. Leadership was not receptive to her because she questioned what was going to be done regarding safe distancing to protect our members since there are no partitions at the front desk. Patients will be coming in to see providers. Her other concern is no antibody testing for COVID-19 has been done. Yet, more facilities have re-opened. 127th Street and 8th Avenue, the Dyckman Facility and 127th Street and Amsterdam Avenue. If a person tests positive, they will be put up in a hotel for 14 days and be provided three meals per day. Company will be allowed through safe spacing. However, if the person chooses to leave before the 14 days are up, the will not be allowed back into the hotel. Lastly, she announced that Curb is providing both way cab service to employees twice a week.

Hilary Bloomfield announced she met with Councilman Andy King and Claudia Sampson and Jerry Myers regarding a low Census response in the Bronx. She also met with Ruben Diaz, Jr.'s assistant to discuss how we can get people to fill out the Census. Additionally, she is staying in touch with Carolyn Chamorro and Sebastian Levenson to see how they are going to regroup the Bronx Borough Coordinating Committee during this time. Assemblymember Carl Heastie and State Senator Jamaal T. Bailey continue distributing food and hand sanitizer to the community.

Denise Gilliam announced the CWA Local 1180 Women's Committee is communicating by email and phone calls. She participated in the NYCCLC delegates meeting. The Coalition Black Trade Union (CBTU) met virtually Saturday and discussed an event that occurred in downtown village. She is having difficulty reaching her Community Board. She still has awards that were to be presented at the March 2020 meeting.

Lisa Lloyd announced H+H members received their back pay on May 1, 2020, and on May 15, 2020. She participated in the Working Family Party May Day virtual event. PPEs are now available at hospitals.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Helen S. Jarrett participated in webinars. She and Deborah Valentin have been checking in on CWA Local 1180 members through phone calls. Those members who have lost family and friends due to the COVID-19 Pandemic have some very heartfelt stories to share and are appreciative that the union has taken the time to check in on them.

Greg Smith announced the School Construction Authority (SCA) completed its collective bargaining demands surveys. They have been broken down and given to Gina Strickland, First Vice President, for next steps. He is working with Shop Stewards to formulate a committee to review demands and select the most important ones listed on the survey that they want to have addressed, as well as work on other things. This will hopefully happen next week.

On May 14, Greg participated in a virtual Safety and Health meeting with the Department of Correction (DOC) regarding outstanding repairs prior to the COVID-19 pandemic. Additionally, they are awaiting departmental re-opening directions ensuring conformance with CDC guidelines before returning employees to work at headquarters. Employee's temperatures may be taken and they may be required to wear (Personal Protective Equipment) PPEs. However, to date, nothing is in place.

On May 20, Governor Cuomo implemented new testing procedures at nursing homes via an Executive Order.

Lastly, Greg announced he participated in the CWA 1102 Car Rally on Staten Island organized by Local 1102 President Steve Lawton. The rally was to honor excluded essential workers throughout the borough. The car procession went to Amazon, EZ-Pass, and Verizon. The purpose was to ensure PPE and adequate safety nets are put in place for excluded essential workers even though they may have immigrant status. They are also requesting workers receive hazard pay as well. Participants wore their PPEs and practiced safe spacing. Also participating were Anthony Lewis, Monise Etienne, Rosario Roman, and Mason Logie.

Next meeting date of the Executive Board is June 25, 2020.

Motion was duly made, seconded, and carried to adjourn at 9:02 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

June 25, 2020

Meeting called to order at 7:00 p.m.

Executive Board Members in Attendance:

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

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

Absent: Venus Colon-Williams

President Middleton suspended the Executive Board meeting for the purpose of having Secretary-Treasurer Robin Blair-Batte introduce Rich Ledson, Regional Director, and Gary A. Battle, Managing Partner, Benefits Tower Group, LLC, representatives of Purchasing Power to 25 discuss a voluntary financial benefit for dues-paying CWA Local 1180 members.

Minutes of the May 19, 2020 meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

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

May 20 — Held a virtual conference call with Damien Arnold, CWA Local 1180 Fund Administrator, to discuss a Request for Proposal

(RFP). Later that day, she chaired the CWA Local 1180 virtual weekly staff meeting.

May 21 — Participated in the "Return-to-Work and COVID-19: How to Safely Re-open a Workplace" virtual meeting. That afternoon, she held a virtual meeting with Robin Blair-Batte to discuss dues processing. Lastly, she participated in the New York City Central Labor Council (NYCCLC) Delegates meeting.

May 22 — Participated in the H+H Reasonable Accommodation conference call with Hillary Ginsberg.

May 25 — Participated in the weekly virtual Executive Board meeting with NYCCLC regarding the continued impact on public sector unions due to the COVID-19 pandemic.

May 26 — Participated in the CUNY School of Labor and Urban Studies virtual meeting. That afternoon, chaired the weekly virtual CWA Local 1180 staff meeting. Later that day, she held a conference call with Yetta Kurland, Esq., CWA Local 1180 attorney.

May 27 — Participated in the CUNY School of Labor and Urban Studies virtual meeting. That afternoon, she participated in a virtual interview of Capital RX with Damien Arnold, CWA Local 1180 Fund Administrator. That meeting was followed by interviews with Southern Scripts and Well dyne. Lastly, she participated in the Labor First Proposal for EGWP.

May 28 — Held a Fund Trustees appeals review conference call with Arthur Cheliotas, CWA Local 1180 Business Manager.

May 29 — Participated in the weekly virtual CUNY School of Labor and Urban Studies discussion. Later that day, she participated in the WebEx Department of Finance 311 employees assignment discussion. Lastly, she held a virtual weekly Benefits Staff Meeting with Damien Arnold.

June 1 — Participated in the weekly virtual Executive Board meeting with NYCCLC on COVID-19 pandemic. Guest Speaker U.S. Senator Chuck Schumer participated in the discussion and talked about getting the HEROES Act passed in Congress. The NYCCLC is requesting for our members and others to call their Congressional representatives and urge them to pass the bill.

June 3 — Chaired the virtual CWA Local 1180 weekly staff meeting.

June 4 — Participated in the virtual CWA District 1 presidents meeting. That afternoon, she held a Fund Trustees appeals review conference call with Business Manager Arthur Cheliotas.

June 5 — Participated in the weekly virtual CWA District 1 Presidents meeting. Later that day, she held a conference call with Yetta Kurland, Esq., CWA Local 1180 attorney.

June 8 — Participated in the weekly virtual Executive Board meeting with NYCCLC on COVID-19 pandemic. That afternoon, she participated in an online legislative-political conference.

June 9 — Participated in the Department of Health and Mental Hygiene (DOHMH) Safety and Health conference call with Staff Representative Venus Colon-Williams and Deborah Valentin. That afternoon, she participated in a virtual Phoenix PBM discussion with Robin Blair-Batte. That evening, she participated in virtual meeting discussions on "Building Power to Help Dismantle Racism" and "How We Will Win Back the U.S. Senate Majority for Working Families" Black Lives Matter conversations have to change. We have to have a different type of conversation. We cannot continue accepting things the way they are.

June 10 — Chaired the weekly virtual CWA Local 1180 staff meeting. That evening, she participated in the virtual Joseph S. Murphy Scholarship for Diversity in Labor event.

June 11 — Participated in the virtual 8 minutes of silence call to action to Stop Work and Reflect: Black Lives Matter.

June 12 — Participated in virtual meeting with City Council Members Laurie Cumbo and Inez Barron regarding the appropriate reallocation of funds to the New York City Police Department (NYPD). The NYPD not only employs Police Officers, but is a

tremendous agency that also employs civilians, traffic enforcement agents, analysts, etc. Making appropriate reductions by putting money into the proper places such as Diversity and Inclusion, Sensitivity Training, is what needs to be focused on rather than defunding the Department. That afternoon, she chaired the virtual CWA Local 1180 weekly staff meeting.

June 15 — Participated in the weekly virtual Executive Board meeting with NYCCLC on COVID-19 union employee's re-entry update.

June 16 — Held a virtual discussion with Robin Blair-Batte regarding Assembly Temporary Bill A.10595 that would provide a temporary retirement incentive for certain public employees (Part A); and provide an age 55/25 temporary retirement incentive for certain public employees. This bill has not moved.

June 17 — Participated in the Strong Organizations: Your Role in Diversity and Inclusion virtual meeting. That afternoon, chaired the weekly virtual staff meeting.

June 18 — Held a Fund Trustees appeals review conference call with Arthur Cheliotas. That afternoon, participated in the Labor and The Moment, A Conversation with NYC Labor Leaders virtual meeting. Lastly, she participated in the virtual Working Theatre Gala Event.

June 22 — Participated in the weekly virtual Executive Board meeting with NYCCLC on COVID-19. That afternoon, held discussions with Robin Blair-Batte on re-opening plans.

June 24 — Held conference call with Yetta Kurland, Esq. and Robin Blair-Batte to discuss CWA Local 1180 legal matters. That afternoon, chaired the weekly virtual CWA Local 1180 staff meeting.

June 25 — Chaired the CWA Local 1180 virtual Executive Board meeting.

President Middleton distributed and discussed the status report dated May 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 and discussed the May 19, 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:

June 2 — Participated in H+H meeting to discuss CWA Local 1180 member issues. More than 50 different union leaders participated. Time ran out by the time they reached CWA Local 1180. Further discussions need to occur.

June 22 — Participated in the union members coalition virtual meeting with NYCHA regarding members returning safely to work through following CDC guidelines. Staff Representative Teesha Foreman also participated in the discussion. NYCHA is not responding to the request and the unions are seeking help from elected politicians. We must keep our members safe. Too many lives have already been lost to COVID-19.

First Vice President Strickland participated in various webinars as well as virtual meetings. She also reviewed Administrative Manager appeals with Secretary-Treasurer Robin Blair-Batte and CWA Local 1180 Business Manager Arthur Cheliotas.

Debra Paylor noted that H+H is making preparations to launch in phases the new electronic timekeeping system by the end of June or July. Due to COVID-19 pandemic, DCD Clocks (Hand Scanner) will not be used for now.

First Vice President Gina Strickland reported the following staff representative activity for May 2020:

Activity	May
Agency Walk-Throughs	1
Conference Calls	22
Emails	1903
G.O. 15 – NYPD	1
Health & Safety Meetings	3
Hearing Preparations	1
Hearings	1

Activity	May
Labor Management Meetings	3
Phone Calls	586
Supervisory Conferences	3
Staff Rep Services Emails	73

Note: Due to COVID-19 pandemic, in-person site meetings have been temporarily suspended.

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:

DCAS postponed Administrative Manager Exam filing scheduled for April 1–21, 2020, until further notice. Due to the postponement, training interest by members has gone down as discussed in last month's minutes. Out of nearly 700 members registered for training, very few are participating with the online training exercises.

Revised job specs for Administrative Manager, which highlights the various levels that an AM can be appointed.

The New York State Primary Election was June 23, 2020. Among our endorsed candidates, Ritchie Torres for the 15th Congressional District in the Bronx, was the declared winner. Elizabeth Crowley for Queens Borough President is waiting for all absentee ballots to be counted before a winner is declared.

2020 Census update provided.

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 June 2020. She advised that the T.D. checking account has a balance of \$281,746.51 as of C.O.B June 25, 2020.

CWA Local 1180 staff continues working both virtually and in the office in order to provide the best services to Local 1180 members. The union continues to follow CDC guidelines by having staff work staggered shifts. Temperatures are being taken and masks are being worn while on the premises. Building renovations are ongoing. Members who need assistance are to call 212.226.6565 or e-mail staffrep@cwal1180.org and someone will get back to them.

CWA Local 1180 leadership is preparing to host the first virtual General Membership meeting. To date, 289 active members have registered to participate in this event.

Secretary-Treasurer Blair-Batte reported the following member activity:

Member Activity for May 2020

New Member Enrollments	44
Terminations	1
Retirements	37
Deceased	7
Total Active Members	8,245
Total Retired Members	6,601

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

Recording-Secretary's Report

Recording-Secretary Lourdes Acevedo announced she participated in the NYCCLC Virtual meeting. Additionally, the Staten Island Borough Coordinating Committee will have a wellness check in July.

Members-at-Large Reports

Hazel O. Worley announced the Civil Rights and Equity/Community Service Committee will be meeting on Monday. As there will not be a Family Fun Day this year, they are considering hosting a virtual movie night. The movies being considered are: Black Like Me, Freedom Song, and I'm Not Your Negro. The members will choose which movie they want to watch.

Debra Paylor participated in various virtual H+H meetings. On June 6, the Manhattan Borough Coordinating Committee honored President Middleton. She also announced the CLC is not having the Labor Day Parade this September. They are planning a car rally in its place. More

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

details to follow as the information becomes available. The Housing Committee Moratorium of Evictions has been extended until the end of August for unemployed renters. Lastly, she participated in the Inclusion and Diversity webinar.

Hilary Bloomfield announced that Pete Sikora has been working on expanding the NYC Carbon Emissions "Local Law 97". It is referred to as the Dirty Building Law. The bill will ensure newly-constructed buildings conform to carbon emissions that will control NYC Pollution and Air Quality. The Bronx Borough Community Coordinating Committee is also doing wellness checks with its members. Lastly, she reported we must take a deep dive into educating ourselves and others. We are human beings first and black is the description of the color of your skin. The best way to make change is through your actions. We are diverse people.

Denise Gilliam announced that the CWA Local 1180 Women's Committee continues communicating by email and phone calls. She participated in the CLC delegates meeting. She also participated in the Coalition Black Trade Union (CBTU) virtually meeting. Additionally, she reported that she participated in the NAACP cyber legislative meeting that was very interesting. Attorney Generals and District Attorneys from various states participated in the lively discussion on systemic racism.

Lisa Lloyd was on the COVID-19 Pandemic Road to Recovery call referencing Buffalo, New Rochelle, and downstate (NYC). Virtual meetings are the new norm. She hosted a virtual Civil Service Committee meeting with 89 members participating. Members were really engaged in the conversations and are looking forward to the next session in September.

Helen S. Jarrett continues participating in various webinars, including "Trying to Find Common Ground" presented by Evelyn and Walter Matthews. It was a very engaging conversation as Mrs. Matthews is a former police officer. CWA District 1 gave a shout out to Helen and Deborah Valentin for their mobilizing and phone banking activities.

Greg Smith participated in three safety and health agency re-opening virtual meetings. The New York City Department of Transportation, New York City Department of Health and Mental Hygiene, and New York City Human Resource Administration. Unions requested that the city provide outlines of the administrative controls they plan to take as employees return that conform to CDC protocols.

Next meeting date of the Executive Board is July 21, 2020.

Motion was duly made, seconded, and carried to adjourn at 9:02 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

July 21, 2020

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

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

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

Absent: Venus Colon-Williams

Minutes of the June 25, 2020, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton announced the AC-57-10 Assistant Director, Hospitals & Associate Director, Hospitals Accretion Petition CWA Local 1180 filed in 2009 seeking to accrete the

Assistant Director title at HHC was granted on July 17, 2020. A majority of the Assistant Directors will be accreted to the 1180 bargaining unit, and a majority of Associate Directors will be accreted to OSA's bargaining unit. Some in each title were excluded as managerial or confidential. Congratulations to Nick Hanlon, Counsel of CWA District 1, for being our legal representative at the hearings.

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

June 26 — Reviewed the upcoming CWA 1180 General Membership Meeting PowerPoint presentation.

June 29 — Participated in the Municipal Labor Council Steering Committee conference call.

June 30 — Participated in the MLC General Membership meeting. That evening, chaired the first CWA Local 1180 Virtual General Membership meeting.

July 1 — Chaired the Local 1180 weekly staff meeting.

July 2 — Held a Fund Trustees meeting to discuss building renovations to make offices CDC-compliant.

July 7 — Held a virtual meeting with Doug McCabe to discuss the Drupal training program for members.

July 8 — Chaired the weekly staff meeting.

July 9 — Held a Fund Trustees appeals review conference call with Secretary-Treasurer Robin Blair-Batte and Business Manager Arthur Cheliotis.

July 13 — Participated in the NYC Central Labor Council (NYCCLC) Executive Board conference call.

July 15 — Chaired the weekly staff meeting.

July 17 — Chaired the office staff meeting.

July 20 — Held an open discussion with Anthony Wells and Peter Meringolo regarding Black Lives Matter. Police must be funded appropriately for community and organizational needs. Children do not have any activities they can participate in within their communities. It is imperative that Boys and Girls Clubs and Police Athletic Leagues (PAL) return to communities. Later that day, participated in the New York City Employee Retirement System's (NYCERS) return to work discussion.

July 21 — Chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated July 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 and discussed the July 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:

June 25 — Met with Gwen Richardson to review Administrative Manager title level appeals.

June 26 — Reported that Intro 1950A was voted up in the Government Operations Committee by a vote of 6-1. It is a Local Law to establish a task force to recommend policies and protocols relating to the safe reopening and operation of city agencies in response to the COVID-19 pandemic. A motion was made that this Introduction Be Approved by Committee by Roll Call. Then, the bill went to the full stated meeting of the Council in the afternoon and was approved by a vote of 47-1. The law goes into effect immediately.

June 28 — Participated in the MLC Steering Committee meeting. NYCHA Union Coalition members decided to write to politicians requesting assistance for residents making complaints of no service.

July 1 — Participated in weekly staff meeting.

July 2 — Participated in Local 1180 Trustee's meeting to discuss building renovations.

July 8 — Participated in Staff Representative Desiree Waters' site meeting. Jermain updated members with a benefits presentation.

July 9 — Participated in Staff Rep Anthony Lewis' Comptroller's Office site meeting.

July 10 — Held conference call with Staff Representatives Desiree Waters and Teesha Foreman.

July 15 — Accompanied Staff Representative Monise Etienne to NYPD disciplinary hearing that went well.

First Vice President Strickland continues participating in various webinars as well as meetings. She also reviewed Administrative Manager Appeals with Secretary-Treasurer Robin Blair-Batte and Business Manager Arthur Cheliotis.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of June 2020:

Activity	June
Agency Walk-Throughs	3
Command Disciplines (CD)	1
Counseling/Warning Sessions	1
EEO Investigations/Interviews	1
Emails	1434
Health & Safety Meetings	4
Hearing Preparations	3
Hearings	3
Labor Management Meetings	2
OATH	1
Phone Calls	1807
Supervisory Conferences	1
Site Meetings	1

Site Meetings

NYC Department of Probation
210 Joralemon Street, Brooklyn, NY

NYC Department of Probation
355 Adams Street, Brooklyn, NY

H+H Kings County Hospital
451 Clarkson Avenue, Brooklyn, NY

NYC DCAS
210 Joralemon Street, Brooklyn, NY

H+H Metropolitan Hospital
1901 1st Avenue, New York, NY

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:

HEROES Act legislation at the federal level will give lots of dollars to states and subsequently to cities. It is incumbent upon Republican senators to do something to get the HEROES act passed in Congress.

The Broad Banding Bill passed the NYS Assembly and now has to be passed by the Senate before going to the Governor.

Safe Staffing legislation is still being discussed in Albany and is very important for nurses working in ICU units, as well as the patients they are caring for.

Absentee ballots in the race for Queens Borough President were counted and Elizabeth Crowley has conceded. Donovan Richards is on his way to become the next Queens Borough President after being declared the winner in the June 23 Primary and hopefully will prevail in the Nov. 3 General Election.

NYS AFL-CIO projected endorsements for the Nov. 3 General Election are in progress and will be decided in August.

NYCCLC bi-weekly meetings getting ready for the 2021 elections, training union members to run as labor candidates. A lot of people run not knowing what labor unions are. It's imperative all members vote in the upcoming national election on Nov. 3, 2020.

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 June 2020. She advised that the T.D. checking account has a balance of \$386,564.10 as of C.O.B July 21, 2020.

Secretary-Treasurer Blair-Batted reported the following member activity:

Member Activity for June 2020

New Member Enrollments	40
Terminations	0
Retirements	24
Deceased	4
Total Active Members	8,264
Total Retired Members	6,583

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

Recording-Secretary's Report

Recording Secretary Lourdes Acevedo reported that on June 28, 2020, she participated in the Black Lives Matter People's Caravan of Conscience and Commitment to End Systemic Racism organized by the Staten Island Chapter NAACP. Many unions participated in the event that was well attended. On July 15, 2020, she participated in the Staten Island Borough Community Coordinating Committee's wellness check meeting. Lastly, she participated in various Trustees' meetings.

Members-at-Large Reports

Hazel O. Worley announced the Brooklyn Borough Community Coordinating Committee will meet on Friday.

Debra Paylor participated in the CLUW meeting on June 27, 2020. She also participated in the CLC Delegates meeting.

Denise Gilliam and **Hilary Bloomfield** participated in the Coalition of Labor Union Women (CLUW) meeting on July 15, 2020. CWA District 6 Vice President Claude Cummings gave a speech in support of Joe Biden. They also participated in the CLC delegates meeting and the Coalition Black Trade Union (CBTU) meeting. Lastly, they participated in the Bronx Borough Community Coordinating Committee meeting.

Lisa Lloyd H+H management has to schedule a walk-through with the unions in compliance with the CDC guidelines.

Helen S. Jarrett participated in NYCCLC census meetings on July 1 and July 15, 2020. On July 8, 2020, she participated in the Cornell Building Trust between police and the community. On July 13, she did LPAT phone banking for the HEROES Act. Later that day, she participated in the Democratic Socialists of America-Black Lives Matter Movement webinar. On July 14, she participated in LPAT training Level 2, and on July 16, participated in the NYCCLC Delegates interim check-in meeting. Later that day, she attended the Staten Island Community Coordinating Committee meeting. On July 20, she visited Kings County Hospital, HRA (505 Clermont) and Woodhull Hospital.

Next meeting date of the Executive Board is Aug. 25, 2020.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

RETIREE REPORT

Director's Column



Suzanne E. Beatty, LMSW
Retiree Division Director

Local 1180 retirees will never forget the way things "used to be" in the Retiree Division. We had many meetings with benefit speakers — in the office, in the boroughs, in Florida, Atlanta, and North Carolina, too! We wondered if retirees would respond to email invitations to meet online when we could no longer get together in person. We are thrilled that our retirees have surpassed our expectations and have made a phenomenal adjustment by embracing new technology and ways to communicate.

Online meetings with Division staff and speakers from health plans that deliver benefits to 1180 retirees are the primary source of information now. Group meetings provide members with relevant material, phone numbers, and handouts for members to manage their health benefits and reimbursements. In-person legal appointments have been replaced with virtual visits online and by telephone.

Our popular retiree workshops at our headquarters about Medicare, health insurance, and supplemental plans are now online on Tuesdays at 2:30 p.m and Fridays at 1:30 p.m. Some of the topics of these online

meetings have included "Your Legal Benefits", presented by a plan attorney who reviewed the plan as well as detailed the four documents every retiree should have and are free through the union legal plan, "Understanding Your Podiatry Benefit", "Organizing Medical Paperwork", and "Your Dental Plan", with speakers from each of 1180's four dental plans (NYC based, Florida Only, and national network plans) offered to retired members.

Only at the Retiree Division can an 1180 retiree get all of their questions about benefits answered and be pointed in the right direction for questions about their pension deductions or options to change health or prescription drug plans! It doesn't matter where you live, since it's online, everyone can access it. Retirees can use a landline phone, tablet, computer or cell phone to connect. A new benefit topic is discussed every session and since it only has to do with your benefits, every session is one that you can learn from. Call the office or just log in to learn more. Watch your email for notice of our upcoming virtual borough meetings.

BENEFITS WORKSHOPS

Tuesday Benefit Workshops are @ 2:30 p.m.

Join from PC, Mac, Linux, iOS or Android

<https://meetings.ringcentral.com/j/1487568522>

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

- | | |
|---------------------------|-----------------------------|
| +1(646)3573664 | +1(346)9804201 |
| +1(312)2630281 | +1(469)4450100 (US South) |
| +1(470)8692200 (US East) | +1(623)4049000 (US West) |
| +1(773)2319226 (US North) | +1(650)2424929 |
| +1(213)2505700 | +1(720)9027700 (US Central) |

Meeting ID: 148 756 8522

Friday Benefit Workshops are @ 1:30 p.m.

Join from PC, Mac, Linux, iOS or Android

<https://meetings.ringcentral.com/j/1487167955>

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

- | | |
|---------------------------|-----------------------------|
| +1(646)3573664 | +1(469)4450100 (US South) |
| +1(470)8692200 (US East) | +1(623)4049000 (US West) |
| +1(773)2319226 (US North) | +1(650)2424929 |
| +1(312)2630281 | +1(720)9027700 (US Central) |
| +1(346)9804201 | +1(213)2505700 |

Meeting ID: 148 716 7955



HOW TO SIGN IN & ATTEND LIVE ONLINE EVENTS

1. Follow the link, phone numbers, and login information in the emails you receive.
2. Sign in directly by going to [YouTube.com](https://www.youtube.com) and typing in **1180 Retiree Classes at Home**.
3. Call us at 212.226.5800 and we will give you the phone number to call in.
4. Find us on **Facebook** at **CWA Local 1180 Retiree Division**. Follow the link and login information in the event detail.

RETIREES

No matter where you live, it's important to

VOTE & SUPPORT

Labor-Friendly Candidates in your state



★★★★★
PRESIDENTIAL
ELECTION
2020

COMMITTEES

Caribbean Heritage Committee

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

Civil Rights & Equity/Community Service 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

Pride Committee

Vera Jordan & Lena Solow, Co-Chairs
lsolow@cwa1180.org, vjordan@health.nyc.gov
Meeting: TBD

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
manhattanbcc1@gmail.com

Queens BCCC

Flaubert St. Hilaire, Co-Chair
flaubert79@yahoo.com

Staten Island BCCC

Rosie Roman, Chair
rosieroman800@gmail.com

All meetings start at 6 p.m. and are held virtually until further notice.



RETIRED

MEMBERS CHAPTER

The first virtual Retired Members Chapter Meeting in September was a success, with 94 members joining in on the call. Held on the third Thursday of the month, Chapter President Adele Rodgers addressed the group and welcomed everyone to the new way of doing things. RMC Board Members Marlene Ramsey, Adeline Bunch, and Olivia Livingstone each spoke about issues affecting retirees and resources available. We hope to see even more retirees join the RMC at the next virtual meeting in November. It will be the last one of 2020.

SAVE THE DATE

Next Retired Members Chapter (RMC) Virtual Meeting:

Thursday, November 19, 2020

12:30 p.m. - 2:30 p.m.



Join from PC, Mac, Linux, iOS or Android

<https://meetings.ringcentral.com/j/1492233859>

For the best audio experience, please use computer audio



Join from Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1.646.3573664	+1.213.250.5700
+1.773.2319226 (US North)	+1.346.980.4201
+1.312.263.0281	+1.469.445.0100 (US South)
+1.470.869.2200 (US East)	+1.623.404.9000 (US West)
+1.720.9027700 (US Central)	+1.650.242.4929

Meeting ID: 149 223 3859

International numbers available:

<https://meetings.ringcentral.com/teleconference>

There will be no meeting in December

REACH THE RETIRED MEMBERS CHAPTER

212.331.0934

Call the Chapter phone number and leave a message.
Someone will get back to you.

IN MEMORIAM

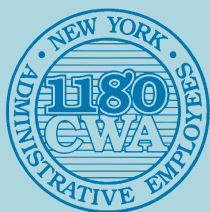
NAME	AGENCY	DECEASED
Millicent Barasch	Department of Education	8/21/2020
Sandra Blum	Department of Social Services	8/14/2020
Mary Bontke	Department of Transportation	6/25/2020
Gwendolyn Cain	Department of Social Services	6/24/2020
Regina Carey	H+H	7/30/2020
Arthur Clampitt	Department of Finance	7/11/2020
Helen Cordiano	Finance Administration	9/13/2020
Thomas Doner	NYC Transit Authority	9/8/2020
Jean Epstein	Department of Social Services	7/19/2020
Thelma Faulding	Police Department	6/27/2020
Theresa Ferrante	H+H	7/24/2020
Ruth Harden	Fire Department	9/15/2020
Agnes Harned	Department of Social Services	8/7/2020
Evelyn Horowitz	Civil Service Commission	6/20/2020
Isabelle Jones	Housing Preservation & Development	9/19/2020
Pearl Machover	Coney Island Hospital	7/27/2020
John O'Conner	Department of Sanitation	6/19/2020
Elaine Ratner	Department of Social Services	8/29/2020
Christine Robinson	Finance Administration	7/22/2020
Eli Rothberger	Department of Environmental Protection	6/22/2020
Theresa Santimauro	Fire Department	8/12/2020
Eleanor Shmagin	Department of Transportation	6/3/2020
Tina Vargas	Department of Social Services	7/29/2020
Debbie Walker	NYC Housing Authority	9/3/2020
Ceteria Ward	Department of Transportation	8/23/2020
Aaron Waters	Police Department	6/24/2020
Isreal Young	Office of Probation	8/24/2020
Rose Zecchin	NYC Employees Retirement System	8/9/2020
Ameena Zuhri	Department of Social Services	7/14/2020

about our members

Condolences to **Barbara Ann Perpall** (CA PERT Auditor/Lawsuits & Special Projects, Office of Program Monitoring & Assessment/OQA) on the loss of her only sister Debra L. Miller on March 26, 2020. She was laid to rest on April 9, 2020. She leaves to cherish her Loving Memory: her husband, one sister/brother-in-law, three brothers/sisters-in law, seven children and 13 grandchildren. Debra will be truly missed by all and will forever remain in our hearts. ■



Congratulations to Judy Jaquana Elder, Shop Steward for Elmhurst Hospital, who retired on July 31 after many years of service. Local 1180 Secretary-Treasurer Robin Blair-Batte (left) presented Elder with a token of appreciation from Local 1180 for the work Elder has done representing members at Elmhurst, especially during the pandemic. ■



COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
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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

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Gerald Brown, Second Vice President
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Lourdes Acevedo, Recording Secretary

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Venus Williams, Hazel O. Worley

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**Communications Workers of America
Local 1180**

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Voting in America

For a country built on democracy, the United States does not make it easy for Americans to vote. The rules often vary from state to state and sometimes even within a state itself. The New York State 2020 Election Law at a mere 798 pages is a perfect example of why voting has become so cumbersome. Then there are separate registration and voting days, primary days and general election days, and in many places, different days for local elections. With all these days allotted to "voting," it's no wonder Americans are frustrated, fed up, and in favor of amending what many see as an outdated system.

Throw in a once-in-a-lifetime pandemic and casting a ballot now might seem like a nightmare. Pew Research data shows the #1 reason voters have given for not making it out to the polls was "too busy/couldn't get time off to vote," with 27% of nonvoters giving this answer in 2010. After the 2014 midterm elections, a staggering 69% of nonvoters didn't cast a ballot because they were stuck at school or work, or were too busy, out of town, sick, or forgot. While early voting is supposed to help ease some of the long-line pain on Election Day itself, those hours-long waits have simply spilled over to many of the 88 early polling sites in New York City.

Tens of thousands flooded early polling sites on Saturday, Oct. 24 for the first day of early voting. This is the first time early voting has been allowed in the state in a presidential election since the Legislature did not approve the process until 2019, making New York one of the last states to adopt early voting. Election officials contended with malfunctioning machines as voters panicked they would be turned away if they had not entered buildings before closing times because of slow-moving lines.

What happens if you wait in line for hours to personally cast your vote but when you finally make it through the door, your name is not listed in the voter registration book? Don't panic, and **do not** walk away without casting your vote. It could just be as simple as signing in at the wrong table, or your name might be missing from the books because you haven't voted in the last four years, you had a change of address or a name change, or you changed your party affiliation. Your name also could be missing simply due to Board of Elections error.

If you are told you cannot vote for any one of a number of different reasons, **request a provisional, or affidavit ballot.** In 2002, Congress attempted to make voting more accessible through the Help America Vote Act. Part of this law requires affidavit ballots for voters who believe they are eligible to vote but cannot submit a regular ballot at the polls. Election officials will attempt to verify your eligibility, and if they are able to do so, your affidavit vote will be counted like a regular ballot. The law requires that states provide a way for voters to find out if their provisional vote was counted or if not, to learn the reason.

- **Last day to apply in person for an absentee ballot is Nov. 2.**
- **Last day to postmark absentee ballots, or deliver in person to local Board of Elections or any polling site is Nov. 3.**
- **Absentee ballot must be received by the local Board of Elections no later than Nov. 10.**



**Why We Always Vote
On a Tuesday**

In most democracies around the world voting day is on a Sunday, a weekend, or a voting holiday. This allows most working men and women to make it to the polls without taking time off.

In the United States, voting is on the first Tuesday in November. According to the organization Why Tuesday?, "In 1845, before Florida, California, and Texas were states or slavery had been abolished, Congress needed to pick a time for Americans to vote. We were an agrarian society. We traveled by horse and buggy. Farmers needed a day to get to the county seat, a day to vote, and a day to get back, without interfering with the three days of worship. So that left Tuesday and Wednesday, but Wednesday was market day. So, Tuesday it was."

It seems countries that vote on weekends have larger voter turnouts. Then again, it seems as if most countries have larger voter turnouts than the United States, which ranked 138th out of 172 nations, according to several published reports. Even countries like Russia, Jamaica, Mexico, Estonia, Slovakia, Czech Republic, and South Korea exceeded the U.S.A. ■

EARLY VOTING INFORMATION

**Voters must vote at their assigned Early Voting Site.
To locate your assigned site, please visit findmypollsite.vote.nyc**