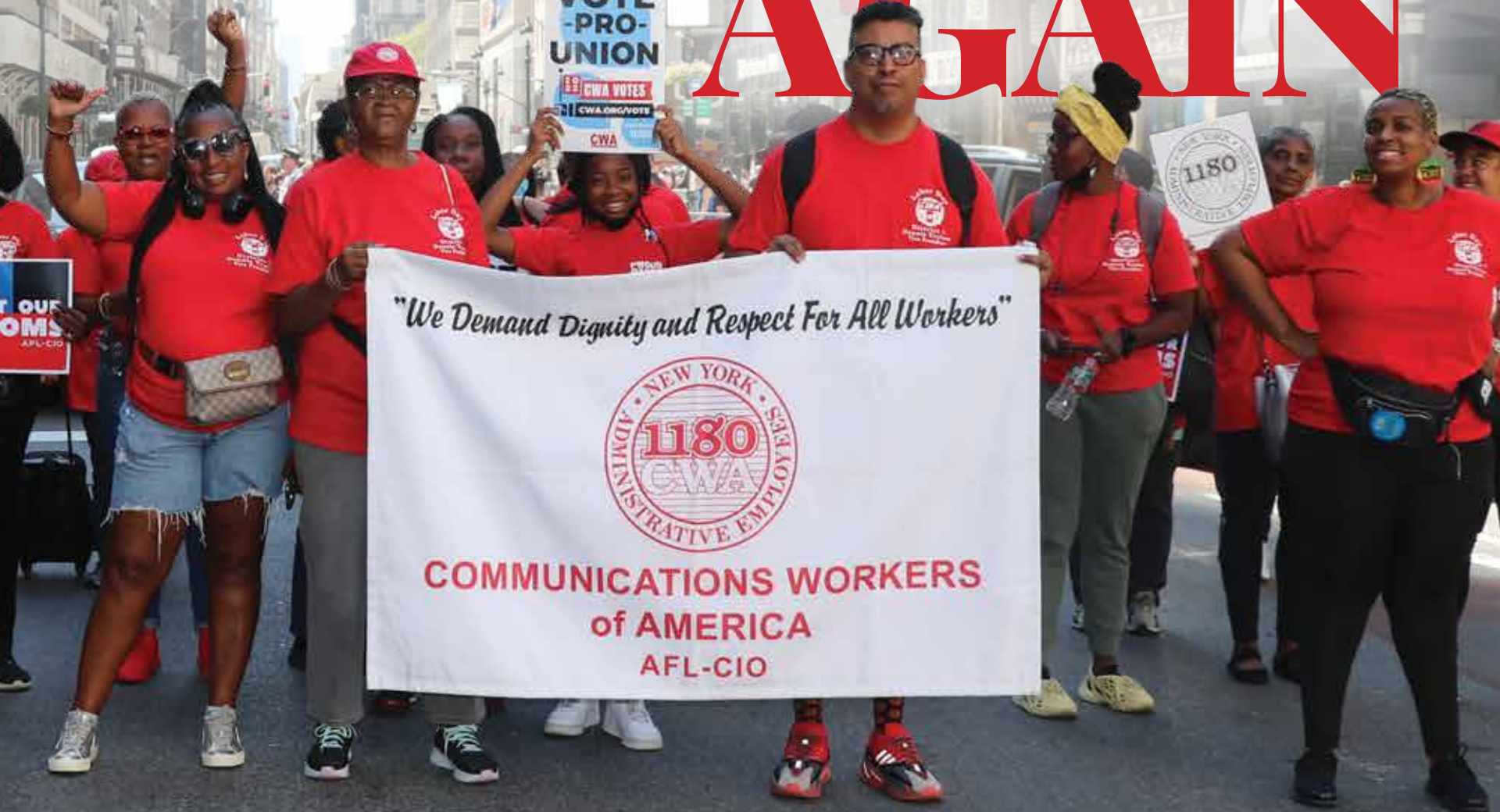


COMMUNIQUE

UNION Marches AGAIN



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City Council Report Shows

Pay Inequity Still Rampant

President Middleton Testifies at Hearing Ahead of Annual Report's Release



President Gloria Middleton testified on Sept. 21 before the New York City Council Committees on Civil Service and Labor, and Civil and Human Rights, at a hearing on three Intros that aim to further address pay inequities and disparities within city government.

One day after the hearing, the City Council released its annual report on pay inequities within New York City's municipal workforce, again showing continued inequities despite passage of Local Law 18 in 2019, which was supposed to address this ongoing problem. In conjunction with the release of the 2022 Pay Equity report, Council members Nantasha Williams and Carmen De La Rosa held the hearing in order to hear from both union leaders and city officials.

The 2022 report reveals two persistent, large pay gaps in the City's municipal workforce — one between Black, Latino, and white employees, and another between male and female employees. The data confirms non-white employees and female employees predominantly occupy civil service titles with the lowest median salaries, and the same groups represent a much smaller proportion of employees who occupy civil service titles with the highest median salaries. This produces an 'occupational segregation' that results in pay disparities.

While Local Law 18 was the first step in bringing pay equity to New York City, Intros 515, 527, and 541 are the next steps needed to stop the stark pay inequity and gender discrimination that unfortunately exists in New York City.

"I would like to thank the Speaker and all the sponsors of these Intros for seeing the need to hold the City and its agencies accountable to be more inclusive in their selections of higher-salaried employees and for finding ways within the civil service system to evaluate the examination process that would recruit and retain more minorities," Middleton testified.

"When CWA Local 1180 pursued and settled a multi-million-dollar lawsuit with the City of New York that specifically proved the inequities of salaries for women

and minorities, we knew we needed to go a step further and create a long-term solution for the enormous problem of pay disparity in the City's workforce."

INTRO 515 would require agencies to include an analysis of compensation data and measures to address pay disparity and occupational segregation, diversity and inclusion training, schedule and workplace accommodations and access to facilities, including for individuals with disabilities, gender appropriate bathrooms, and lactation rooms, in their affirmative employment plans.

The head of each agency would also be required to submit an annual report on the number of new full-time and part-time employees retained, promoted, terminated, or who resigned and their compensation. Finally, the bill would require the Equal Employment Practices Commission to annually conduct a comparable worth analysis that would analyze compensation within agencies and across different agencies and submit its findings to the Mayor and the Speaker of the Council.

INTRO 527 would require each city agency and department that requires applicants to take a civil service exam report on a number of metrics related to those examinations in order to evaluate and expand diverse recruitment and retention within City government. The bill would also require reporting on agency/department training academies/programs to again evaluate recruitment efforts. DCAS would coordinate the data collection and reporting to the Council. Finally, the bill streamlines existing requirements on the Department of Education's responsibility as it pertains to the dissemination of information on civil service examinations to high school juniors and seniors.

Finally, **INTRO 541** would amend the existing Pay Equity Law, Local Law 18 of 2019, by requiring DCAS to provide new categories of information to the Council for each City employee with respect to the reporting of employment data. This bill also will provide the Council with pay and employment data year-round so it can analyze the data at its discretion and provide more robust oversight over the administration in attempting to identify and mitigate instances of pay disparities in the City workforce.

"One of our main objectives as a union representing predominantly women — and women of color — has been to fight for equal salaries for all," Middleton testified. "In 2022, we clearly see that the highest-paying jobs are still reserved for white males in most agencies that were reviewed. Most glaring, however, is that those agencies with a predominant number of women in top positions pay them far less than other agencies pay white men with similar qualifications in top management. These top-ranking males often make tens of thousands dollars more than their female counterparts in the same titles! How wrong is this?"

The City Council's press release on the report said, "The data confirms non-white employees and female employees predominantly occupy civil service titles with the lowest median salaries, and the same groups represent a much smaller proportion of employees who occupy civil service titles with the highest median salaries. This produces an 'occupational segregation' that results in pay disparities."

The report showed:

- Female municipal employees on average make 73 cents for every dollar made by male employees
- Black city workers on average make 71 cents to every dollar for white employees
- Latino workers on average make 75 cents to every dollar for white employees
- Asian employees on average make 85 cents to every dollar for white employees.

"The time has passed for our leaders to wake up and make New York City the progressive city it's supposed to be. This pay inequity has got to stop," Middleton said. ■





Union Fighting to Include **ALL** Health Care Workers in the State's Bonus Program

When New York State announced it would be setting aside \$1.3 billion in the budget to fund bonuses of up to \$3,000 for health care and mental hygiene workers at hospitals, Local 1180 wanted to make sure all members working at H+H are included.

President Gloria Middleton said that's why Local 1180 is now working with other unions that also represent H+H workers and H+H management to ensure agency titles equations are made where the title mentioned in the budget wording does not necessarily match directly with the state title, but the job duties are the same.

Mitchell Katz, CEO of Health+Hospitals, sent an email on Aug. 22 that in part read, "Thank you for all you and your colleagues did during the pandemic and after. We are trying our best to qualify as many people as possible under the program. The state and feds agreed on a set of job titles, undoubtedly because it wasn't feasible to do individual analyses of different people's jobs."

The "essential pay" is for members who worked on the frontline during the COVID-19 pandemic at public and private hospitals, health care facilities, and related employers providing health care-related functions. The program provides bonuses to frontline health and mental hygiene workers who provide hands-on assistance with health care services. The program currently includes full-time and part-time employees, temporary, and contracted workers in more than 100 H+H titles, with additional titles in Mayoral agencies to be determined.

Eligible employees include nurses, housekeepers, food service workers, social workers, patient care associates, lab technicians, and more.

The New York State Health Care and Mental Hygiene Worker Bonus covers the period from Oct. 1, 2021-March 31, 2024.

The union is also advocating for members working at not-for-profit, private sector organizations that provide care and are funded through the state offices of Persons with Developmental Disabilities, Mental Health, Department for the Aging, or have Medicaid funding.

Middleton said one of the largest obstacles the union is working on now involves title equations that need to be made where the city agency job title does not match the state title but the function is the same.

"The allocated bonus funds are to recognize health care workers as the foundation of our medical system, and to acknowledge the sacrifices so many made during the COVID-19 pandemic," Middleton said.

Vesting periods covered for the bonus are:

Oct. 1, 2021 - March 31, 2022

April 1, 2022 - Sept. 30, 2022

Oct. 1, 2022 - March 31, 2023

April 1, 2023 - Sept. 30, 2023

Oct. 1, 2023 - March 31, 2024

Full-time, eligible employees who work at least two of the above periods will receive up to a maximum of \$3,000, or \$1,500 per period, before taxes. Part-time employees are eligible for a pro-rated amount. Payments will be made in December for employees who have completed six-month vesting periods. The bonuses will be available only to employees who earn less than \$125,000 annually.

Workers must be on payroll in order to receive the payment, meaning retired or separated employees are not included.

H+H employees with outstanding time sheets must be sure they are up to date with their timekeeper for the period dating back to Oct. 1, 2021, as these will be used to calculate hours worked.

Employers must submit an application on behalf of eligible employees. Employees should contact their employer's HR department regarding their application process and when to fill out any forms. The first step is for the employer to submit the titles that are eligible and receive approval from the state. Your employer is required to submit reimbursement claims to the state and make bonus payments to all eligible employees or face penalties, including suspension from the Medicaid program.

The state has indicated that the program will expand to education sector employers in October.

At this time, Local 1180 cannot answer any questions about specific titles. For up-to-date information about the Bonus program, visit the Health Care Worker Bonus Portal at nysworkerbonus.health.ny.gov/#/. For questions about the bonus program and application process, please contact the Health Care Worker Bonus Portal Call Center at 866.682.0077. ■



Up to \$20,000 in Student Loan **DEBT** **CANCELED**

Repayments Extended until Jan. 1, 2023

President Joe Biden's Aug. 24 announcement that those with student loan debt will have a portion forgiven came as good news to many Local 1180 members struggling to make their payments.

In order to better help members understand the federal programs and determine if they qualify for the Public Student Loan Forgiveness Program (PSLF), Local 1180 has partnered with the National Student Debt Forgiveness Center, which will offer members a one-hour, free consultation to review all student loans, determine eligibility in all loan forgiveness programs, and provide a personalized analysis and guidance on how to proceed. This benefit is for all active, dues-paying members, their spouses and children, as well as retirees.

With the new federal plan, the U.S. Department of Education will forgive up to \$20,000 in outstanding student debt for borrowers who received Pell Grants and up to \$10,000 in student debt for those who with loans. He also extended the CARES Act student loan forbearance through Jan. 1, 2023.

Those who earned less than \$125,000, and couples who earned up to \$250,000, in years 2020 and 2021 only, qualify for the student debt relief. The Department of Education has income information on file for about 8 million borrowers who may qualify to have their college debt canceled automatically. Other borrowers will have to apply using a new, simplified application that is in development. Loan forgiveness will not be treated as taxable income.

Students currently enrolled in college who have student loans, and parents with Parent PLUS loans, are eligible to apply for student debt forgiveness. Borrowers with outstanding undergraduate loans can apply to cap their student loan payments at 5% of their monthly income.

The Department of Education's website should be ready to accept applications for student debt relief in December 2022.

The pause on direct student loan payments, interest accrual, and collection activity on direct student loans in default will remain in place through Jan. 1, 2023, when payments will resume. The administration has indicated this would be the final payment pause extension.

PSLF forgives the remaining balance on Direct Loans after having made 120 qualifying monthly payments under a qualifying repayment plan while working at least 30 hours per week for certain employers, including cities, counties, states, governments, and 501 (c)(3) non-profits. This includes all Local 1180 members working for the city of New York and private sector members working for not-for-profits. The goal of PSLF is to lower monthly payments, shorten loan terms, and provide tax-free forgiveness after 10 years of payments.

The catch is that all applications for forgiveness **MUST** be filed no later than Oct. 31, 2022. "We are doing everything we can to inform our members of this important deadline and we are offering free counseling with a loan consultant," said Local 1180 President Gloria Middleton. "Please do not wait until the last minute to see if you qualify and to start the application process. As of now, there will not be any extensions past Oct. 31."

Members scheduling an appointment with NSDFC will speak directly with a loan consultant about their personal circumstances. Every member will receive an action plan that they can implement themselves or work with the Center directly at an additional cost.

Local 1180 arranged for the National Student Debt Forgiveness Center to host two webinars on Sept. 28 and Oct. 3. In addition, information ran in the last Communique, has been included in several email blasts, is on the union's website at www.cwa1180.org, and has been pushed out on the Union Strong mobile app. ■

Does your student loan qualify?

- ✓ Federal Direct Loans
- ✗ Private Loans

Does your payment plan qualify?

- ✓ Income-Contingent Repayment (ICR)
- ✓ Income-Based Repayment (IBR)
- ✓ Pay As You Earn (PAYE)
- ✓ Revised Pay As You Earn (REPAYE)

Options are available for student loan debt relief

Public sector loan forgiveness (PSLF)
Teacher loan forgiveness (Title 1)
Limited PSLF waiver (exp. 10/31)

Defaulted loan rehabilitation
Total and permanent disability discharge
Parent PLUS options

Credit backtracking
Annual recertification
Federal loan consolidation

Biden's Student Debt Relief Plan

- Up to \$20,000 for Pell Grant recipients
- Up to \$10,000 for non-grant recipients

Scan to fill out an application



Scan to schedule a consultation





GLORIA MIDDLETON

President

Why Politics Matters & Why You Need to Be Involved

There are questions I get asked all the time when it comes to politics. "Why should I get involved?" "What difference does it make if I vote?" "Why should I contribute to the union's political action fund?"

While it's common knowledge not to discuss politics at the dinner table, it is necessary to discuss politics when you are part of a labor union. For one quick, clear answer as to why, just look at what has transpired in our country in the last several years. In fact, just look at what's happened in the last few months with the highest court in the land outlawing abortion.

Traditionally, unions have been involved in politics for a handful of reasons: recognition of the rights of workers to form and join a

Upon taking office, one of President Biden's first moves was to appoint Marty Walsh as U.S. Secretary of Labor. Walsh, a long-time union leader and activist himself, has been an incredible outspoken advocate for the middle-working class and unions.

In fact, when one of our not-for-profit groups was trying to negotiate a fair contract and Walsh found out the employer was stonewalling every move, he stepped in and contacted CWA President Chris Shelton to offer support and see how he could help. The next day our members settled their contract.

Case in point for the need to get involved in politics and elect the right people into office.

Here's another reason politics is so important. Presidents have the power to nominate U.S. Supreme Court justices and steer those nominations through Congress. Our former president was able to seat not one, but three, ultra-conservative justices during his one term in office — a move that has now led to the abolishment of Roe v Wade and set this country back 50 years!

Those same Supreme Court justices also ruled invalid a New York State law requiring those wanting to carry a gun in public to have a reason to do so. This means that basically anyone for no reason at all is allowed to walk the streets of New York City with gun in their pocket.

The Biden-Harris administration is committed to empowering workers to organize and collectively bargain and the Department of Labor is playing a leading role in mobilizing the federal government's efforts to protect and advance the rights of America's workers.

While I could give dozens of other examples that support the need to get involved in national politics by at least voting in the November general election, let's bring this down to a local level.

National politics sets the tone for how progressive we are at the local level. We all know that unions strengthen the middle class and significantly reduce economic inequality. However, it takes a team to make this happen and the other players in the game are our local politicians, those who have the decision-making authority to pass legislation that helps us achieve our goals or pass legislation to destroy us.

Local-level politics often are more relatable to the average family, although not enough emphasis is placed on the urgency of getting involved. The entire concept of local politics is

often undervalued and misunderstood. Yet, it is at this level that our city, town, and county services are determined and funded for our schools, our communities, our parks. It is at this level that many of our tax rates are set.

Legislation that governs union destiny in the workplace is ultimately in the hands of the politicians we elect into office.

All of this clarifies the urgency to get involved at a local level. That means **attending your Borough's Community Coordinating Committee meetings** so you can engage with local politicians and community leaders. Your involvement is tantamount to determining your family's own future.

Getting involved also means **contributing to the Local 1180 Political Action Fund (PAF)**. We are asking every member to allocate \$2 or more a paycheck so as a union, we can continue supporting labor-friendly politicians and get them into office.

This also means **VOTING in as many elections as possible**.

Our collective strength and commitment to political action are what keep local and national government leaders on the right track and make sure they stick to their agendas. Having labor-positive politicians in office means the ability to stop aggressive employer campaigns against union representation and attacks on public sector collective bargaining.

Getting involved in the Local 1180 PAF by donating gives us the ability to have an effective voice for pro-middle-class policies that directly impact our financial well-being.

While you cannot, and should not, believe everything you read in the media, which is notoriously anti-union, here is one fact you can believe. States with a greater percentage of union members have significantly higher voter turnout rates, as well as higher minimum wages, a greater percentage of residents covered by health insurance, stronger social safety nets, and more progressive tax codes.

Unions help get average Americans involved in politics by knocking on doors during campaigns and educating workers on the issues.

For Local 1180 to continue making the political system work for the middle class, we need your involvement. ■

At no time since our 32nd president, Franklin D. Roosevelt in the 1930s and 40s, was in the White House has this country had a pro-labor president. Until now that is.

union, collectively bargain a contract, and protect the advances we've made through our collective bargaining. Behind all this is the need to elect political leaders into office who understand the value of organized labor and the absolute need to have unions.

At no time since our 32nd president, Franklin D. Roosevelt in the 1930s and 40s, was in the White House has this country had a pro-labor president. Until now that is. President Joe Biden came into office with the strong backing of the unionized workforce, and he has supported labor from day one. He has long identified as pro-union, having cultivated relationships with top labor leaders throughout his decades in Washington. In fact, he's even been referred to as "the most pro-worker, pro-union president in at least a generation."

You might be asking yourself what all this means for Local 1180 because, after all, we're based in New York City, not Washington, D.C. Well, remember that we are part of a national union, Communications Workers of America, with headquarters in our nation's capital. In fact, most national unions have offices in D.C. so they are close to the center of all political activity that directly impacts what happens with their local affiliates, like Local 1180.

NYC Labor Day PARADE RETURNS

After Pandemic Hiatus

After a two-year hiatus due to the pandemic, the NYC Central Labor Council Labor Day Parade returned to the streets of Manhattan on Sept. 10. The theme, "Workers Leading, Workers Rising" could not have been more appropriate after rebounding from the pandemic that shut down the city.

The theme reflected the enormous surge in labor activism and organizing that is taking place across the nation and across all sectors of the workforce, leading to historic worker victories and an increase in worker power. Many newly organized workers joined the parade for the first time.

Tens of thousands of workers representing more than 200 unions and constituency groups came together in a powerful show of labor solidarity on the 140th anniversary of the first Labor Day parade in the United States, when more than 10,000 workers marched from New York City Hall to Union Square in 1882.

Local 1180 members turned out in full force to show their support for both the union and the labor movement. The union provided breakfast, drinks, and snacks for those who began lining up on 46th Street hours before the official step off time.

"It was nice to be back and great to see so many members out in person," said Local 1180 President Gloria Middleton. "It's been a long two-year break. The crowds, the excitement, and the enthusiasm were proof of just how vital labor is to this city."

This year's Grand Marshal was Marty Walsh, U.S. Secretary of Labor. He was joined by Parade Co-Chairs Fred Redmond, AFL-CIO Secretary-Treasurer, and Roberta Reardon, NYS Commissioner of the Department of Labor. Other notable political leaders leading the pack included Gov. Kathy Hochul, NYS Attorney General Letitia James, U.S. Senator Charles Schumer, and NYS Assemblymember Peter Abbate.

"We are committed to empowering workers to organize and collectively bargain. At the Department of Labor, we are playing a leading role in mobilizing the federal government's efforts to protect and advance the rights of America's workers," Walsh said. "This Labor Day, I'm thrilled to be Grand Marshal of the New York City Labor Day Parade and look forward to honoring the workers who carried our nation through a pandemic." ■





Labor Day Breakfast

BRINGS TOGETHER

Labor Leaders & Top Political Leaders

President Gloria Middleton was one of a select group of New York City labor leaders invited to a pre-parade breakfast that featured the state's top political leaders and the parade Grand Marshal — U.S. Secretary of Labor Marty Walsh.

Middleton, along with CWA District 1 Vice President Dennis Trainor, heard first-hand from not only Walsh, but NYS Commissioner of the Department of Labor Roberta Reardon, and State Gov. Kathy Hochul, all who addressed the ever-increasing challenges facing the labor movement and recognized the great work being done by New York City labor leaders on behalf of the more than 365,000 municipal workers in the five boroughs.

Walsh said he was optimistic about the labor movement making great strides in non-traditional work places like coffee shops, warehouses, and media companies. The country now has the most pro-union administration in America's history. Middleton said Walsh and other speakers echoed what Local 1180 has been saying all along.

"This is the time for labor to shine and show non-organized workers the benefits of belonging to a union," she said. "As labor makes tremendous strides in organizing, it's extremely beneficial to have someone like Marty Walsh on our side. He comes from a union background himself, and he's already proven multiple times that he will do what it takes to help organized labor become even stronger. Labor's positive ratings are rising. As long as we progress with the resurgence we're seeing now, the labor movement will continue to be a strong force in the lives of working Americans. ■





MONKEYPOX

POLIO

Déjà Vu All Over Again

The pandemic is coming to an end, but COVID still lingers in the form of myriad variants from the most well-known Omicron to its siblings, Alpha, Beta, and Delta. At the World Health Organization meeting on Sept. 23, it was reported that the WHO is tracking about 200 sublineages of Omicron.

Now, COVID is being joined by outbreaks of monkeypox, Legionnaires' Disease, and even a return of polio.

Monkeypox is a viral zoonosis, or in English, a virus transmitted to humans from animals. Its symptoms are similar to those seen in the past in smallpox patients, although smallpox was eradicated in 1980. With the subsequent ending of the smallpox vaccine, monkeypox now seems to have emerged as the newest orthopoxvirus for public health.

New York City has followed the rest of the country in experiencing an outbreak of monkeypox. Although anyone can contract the virus, current cases are primarily spreading through intimate contact among social networks of gay, bisexual, transgender, gender-nonconforming, and nonbinary people with unexpected rashes and sores as the main symptoms.

With news of the new virus spreading as fast as the virus itself, more people scurried to get vaccinated in New York City. As of late summer, there were slightly more than 2,880 cases reported in the city since earlier in the year when the first case was identified.

Unions immediately jumped on the issue and reached out to city officials regarding a policy for members. Local 1180 President Gloria Middleton said the union has worked with DC 37 and the Municipal Labor Committee to protect members' safety and health at work first with policy regarding COVID and Monkeypox. The latest information regarding Monkeypox policy from the city is on the Local 1180 website at www.cwa1180.org/local-home/news

"We always want our members to feel safe and protected when on the job," Middleton said. "Anyone who is concerned that their work environment is not safe should contact their Shop Steward or Staff Representative so the issue can be immediately addressed."

Middleton said the recent decline in cases that began in early September as reported by the NYC Commissioner of Health Dr. Ashwin Vasan were reportedly due to efforts getting tens of thousands of people vaccinated. An initial shortage of the monkeypox vaccine, however, left many concerned.

According to New York City data, about 35% of the reported cases have been with Hispanic New Yorkers, 28% Black, and 27% white. Middleton said she was disappointed to read, however, that approximately 45% of the vaccine doses administered were to whites, while Hispanics received 23% of the vaccines, and Blacks, only 12%.

Since those numbers were first reported, city officials have worked to get the vaccines out to a larger at-risk group, which has contributed to the decline in cases.

"Monkeypox clearly is not as rampant as we saw with COVID, but it's still a health crisis that we see disproportionately in New York City," Middleton said. "As we approach the colder months, and more people stay indoors and in closer contact, it's imperative that everyone continue to heed the advice of health officials when it comes to safety and taking precautions. We are not out of the woods yet with COVID and certainly not with monkeypox either."

Monkeypox is not alone. For the past few months, New York City also has been dealing with various outbreaks of Legionnaires' disease, a serious form of pneumonia caused by the bacteria Legionella.

There have been several outbreaks of Legionnaires' throughout the city, with one of the latest occurring in mid-September at a Manhattan nursing home. Earlier this summer, a separate outbreak occurred in the Highbridge neighborhood in the Bronx.

Legionnaires' is spread by breathing in the water vapor or mist from cooling towers, saunas, and hot tubs. Symptoms are described as flu-like, including cough, fever and difficulty breathing. City residents experiencing those symptoms should contact a physician immediately, according to the health department. Legionnaires' disease is not contagious and it can be treated with antibiotics if caught early on.

Middleton said she has read many articles about the disease in order to address members' concerns.

"As we come out of the COVID lockdown, and more people are returning to work with the reopening of buildings, we've seen an increase in the number of Legionnaires' cases," she said. "Previously stagnant plumbing and cooling systems are now being used once again and if these issues were not addressed prior to a building's reopening, people could be breathing in small droplets of water from the air that contain the bacteria."

The city put out an update on its website about Legionnaires' Diseases and who is most at risk, which includes those 50 and older, smokers, those with chronic lung diseases or weakened immune system, or who take medications that weaken their immune system.

More information about Legionnaires' can be found at www1.nyc.gov/site/doh/health/health-topics/legionnaires-disease.page

As if COVID, Monkeypox, and Legionnaires' aren't enough, the first case of polio emerged in New York state since 1990.

According to the Centers for Disease Control (CDC), in the late 1940s, more than 35,000 people were paralyzed from polio in the U.S. every year. With the advent of the polio vaccine in 1955, the spread of the disease dropped dramatically, with fewer than 100 cases annual by the 1960s. The CDC reports that the virus has been eliminated from this country since 1979.

That's why the return of polio came as such a shock.

Public health officials believe the virus originated overseas in a country that still uses the oral polio vaccine. In America, health officials stopped using the oral vaccine

10 LEGIONNAIRES'

more than 20 years ago because it contains live virus that in rare circumstances mutate to become deadly.

With COVID no longer a pandemic and Americans traveling again in record numbers often internationally, the virus made its way back to the country. Vaccinations are required to enroll students in public or private schools in New York State, but that means children are not up to date on their vaccines until age 5. There are, however, numerous pockets throughout the state of unvaccinated children and adults.

State health officials are embarking on an urgent campaign to make sure New Yorkers understand the vital importance of getting vaccinated after discovering poliovirus in New York City sewage samples.

"Just as we had plenty of people who were adamant about not getting the COVID vaccine, there are plenty of people who refuse all vaccinations, and that includes ones that prevent life-threatening situations," Middleton said. "Polio was a tremendously feared disease that left thousands paralyzed. This is not a place we want to return to,"

If the state can not increase its polio vaccination rates, health officials fear a return of polio beyond some isolated cases nearly half a century after the disease was eliminated in the U.S.

With all the lingering health concerns, and new issues cropping up on a regular basis, Middleton said it's more important than ever for members to work together to stay safe on and off the job.

"COVID is still present and spreading," she said.

"We need to continue to take cautions wherever we can, which is why the union is returning to in-person membership meetings only on a limited basis and even then, everyone attending must be vaccinated and wearing a mask. We are not out of the woods yet by any means."

City employees are encouraged to wear masks indoors in public spaces, although it is not mandatory. Along those lines, Mayor Eric Adams recently lifted the city's remaining private sector vaccine mandate — but did not do the same for public sector workers.

This continued double standard that the city abides by does not sit well with unions,

A statement put out by the Municipal Labor Committee, said in part, that unions are "deeply troubled by the recent report that Mayor Adams intends to lift New York City's remaining private sector vaccine mandate without doing the same for public sector employees. This continues the stark double standard in treatment between the

City's devoted workforce, on the one hand, and the mass of private-sector employees on the other.

"Since the implementation of the vaccine mandate for City workers last year, the MLC and its member unions have consistently advocated that their membership become vaccinated while standing against overreach by the City government. Yet, this City's government has treated its dedicated public employees — people who prior to the availability of vaccines still got up in the morning at risk to their own health — as disposable."

This continued double standard that the city abides by does not sit well with unions. We are deeply troubled by the recent report that Mayor Adams intends to lift New York City's remaining private-sector vaccine mandate without doing the same for public-sector employees.

Earlier this year, Adams excluded performers and athletes from the mandate, something which the MLC strenuously objected to at the time, to no avail.

Middleton said it's another case of the Adams administration holding the municipal workforce to a different standard than any other employer in New York City. The vast majority of employers no longer have a vaccine mandate in place for employees and masks are optional almost everywhere including public transportation. Yet, the vaccine mandate remains in place for the municipal workforce that leads to a termination of employment for those opting not to get vaccinated.

The MLC memo continued, "Further, New York City faces another emerging crisis: one of City staffing. For months, City agencies have reported extremely high rates of attrition linked to low pay, mandatory in-person work, and low morale. This crisis endangers public safety and the effectiveness of New York City's

government. Treating the City's remaining public employees as second-class citizens will only exacerbate the exodus of talented, dedicated workers."

The city's own website has a page dedicated to reminding "Workers in New York City who perform in-person work or interact with the public in the course of business must show proof that they have received a COVID-19 vaccine." Right above that, is a huge headline reading "Private-Sector Vaccine Requirement Optional Beginning November 1."

"What's good for the goose should be good for the gander," Middleton said. "Just as unions worked with the city to keep it running effectively and efficiently during the peak of the pandemic, often putting their own lives at risk, we would hope the city would now work with unions to ease the vaccine mandate as it is doing for the private sector."



The Truth, The Whole Truth and Nothing But **THE TRUTH**

about the Medicare Advantage Plus Program

The quality and cost of health care for in-service and retired members and their dependents is of vital importance, affecting both their health and their pockets. Keeping both of those concerns in focus and in balance has been a long-standing goal of the Municipal Labor committee, an umbrella organization that brings together the majority of unions throughout New York City. These matters are complex.

At this critical moment, we need to remember where we have come from and what we have already accomplished to help guide us to arrive at what we still need to do going forward.

The cost of health care has increased exponentially, more than doubling in the past 10 years in particular, during which hospital costs outpaced medical by a significant margin. While some view health care benefits and other forms of compensation separately, employers, including the City, have come to regard pay and benefits as a package with consideration to the cost of each component. Stated simply, increased employer expense on health care negatively influences the ability to maintain quality benefits and impacts union bargaining goals to secure desired increases in wages.

The MLC and the City have recognized that increases in health benefit costs are not always driven by improvements in benefits. Increased costs can result from inefficiencies, changes to provider structure or policy, or the efforts of some service providers like large hospitals to use every artifice to maximize their profits. This reality presents both challenges and opportunities for the MLC and the City to work together to generate savings by leveraging their large size buying power, addressing loopholes, and educating and incentivizing members to seek quality care from providers that eschew these bad tactics.

Understanding these challenges, the MLC and the City endeavored through the last two health care agreements to tackle these problems head on. Working through the Tri-Partite Health care Committee (comprising representatives of the MLC, City and chaired by Arbitrator/Mediator Martin Scheinman), targets for savings were set and options were stated to accomplish them. Together, **we hit those targets, generating \$4.5 billion in recurring savings without sacrificing benefits or significant additional cost.** Most of the changes were to plans covering in-service members and pre-Medicare retirees and their eligible dependents, although some changes had been made to plans for Medicare-eligible retirees and dependents.

While these efforts were significant and successful, the cost of health care continues to rise steeply all over the country. Further complicating our specific situation is that the cost for the GHI-CBP program is outpacing that of the HIP-HMO program, which results in a significant drawdown of the jointly overseen Stabilization Fund. The Stabilization Fund successfully served its purpose for 40 years, but now has run its course unless dramatic changes are made. The Fund provides a variety of benefits for in-service and retirees, including coverage for chemotherapy and injectables, benefits for orphans and widows, and additional support for in-service and retiree welfare funds that typically provide prescription drug and other supplemental benefits.

The Tri-Partite Committee's charge has been finding short- and long-term solutions to the rising cost of health care while ensuring quality health care and preserving benefits.

This effort was discussed at MLC Steering Committee and General Membership meetings throughout the process, with votes being had where appropriate. One matter the Tri-Partite Committee was specifically charged with considering was a Medicare Advantage ("MA") construct for that incorporated federal subsidies into the program that would advance the goal of health care cost savings. This provided additional funding for the Stabilization Fund without reducing benefits. To be clear, the MA program was not the sole focus of the Committee, which has explored options (including those suggested by member unions) related to both in-service/pre-Medicare plans and Medicare-eligible plans. Many of those are in the process of being developed and implemented.

Understanding the shortcomings of many MA programs, the MLC was vigilant in rejecting any construct that would be narrow, reduce benefits, or add out-of-pocket costs. At the MLC's insistence, the requests for proposals specifically required bidders to mirror the benefits offered by existing programs with a broad network, while permitting preauthorizations that practically mirrored what employees and pre-Medicare retirees have.

After months of hard work, the parties came to a **historic agreement to leverage the availability of federal subsidies to arrive at a MA program that mirrored existing benefits and continued to provide a premium-free option for retirees.** In fact, **we succeeded in negotiating additional benefits beyond what the current benchmark plan offered.** Recognizing that change may be difficult for some, the MLC pressed to have the award given to an alliance of Empire BlueCross and Emblem Health care, our known providers, and maintain a choice of plans, allowing members to pay up and remain in the existing Medigap Plan. While some would have preferred the Medigap Plan to remain free, allowing it to continue without cost would have eroded the anticipated price savings. In short, that option is unworkable and would effectively cede the estimated \$600 million in annual savings altogether. While other changes and programs being implemented will also generate savings (and are being pursued), they are in addition to, and not instead of, the anticipated savings from the MA program that was approved by the MLC.

Despite these realities, a small group of retirees commenced a misguided lawsuit that not only challenged the MLC's and City's rights to make changes to retiree health care, but the MLC's right to negotiate for retirees at all. While the Court appropriately rejected those claims, it found that a provision of the Administrative Code precluded the City from charging up for an optional retiree health care plan should it cost less than what was expended for in-service workers despite the fact that plan provided a full-service program and the existing retiree one was but a supplemental plan, and that retirees have for years had the option to pay up for other plans even though the benchmark plan cost less than the HIP-HMO. Contrary to some reports, the Court specifically allowed the MA plan to be implemented and indicated that the City satisfied its statutory requirement simply by offering an MA plan premium-free. The litigation consequently had the effect of delaying implementation of the MA plan (thus reducing the opportunity for savings and accelerating the draw-down of the Stabilization Fund) and limiting the MLC's ability to insist on continuing to offer GHI Senior Care alongside MA as a pay up.

The City's predictable response was to push for the MLC to abandon GHI Senior Care as an option. The MLC refused because it is essential that our community—in-service and retirees—be accorded options. The MLC and City are currently negotiating with the other bid finalist, Aetna, to step in for the initial successful bidder that declined to continue its commitment. In these renewed discussions, the MLC will not agree to move forward unless satisfied that Aetna will deliver a broad provider network and built-in protections to make sure retirees continue to have a robust premium-free health plan.

Even with these long-term efforts, the time for action can no longer be delayed. In light of escalating costs not the least of which are caused by the behemoth hospital systems, the MLC and the City are preparing an RFP to see if we can arrive at more efficient systems for in-service/pre-65 members that preserves or improves quality of care and continues to provide premium free plans while utilizing our purchasing power to generate savings and provide quality health care.

To obtain clarity and avoid further delay regarding the previously approved MA plan, the MLC also has agreed to support local legislation amending the NYC Administrative Code to remedy the erroneous decision in the MA litigation. Two aspects remain unaltered: retirees, actives, and their dependents are entitled to a benchmark premium-free comprehensive plan, and the HIP-HMO rate continues to be the default benchmark for in-service/pre-Medicare retirees. These matters cannot be changed without MLC consent and if the MLC refuses, that impasse cannot be addressed in arbitration and therefore cannot be imposed on the unions, providing greater protection than now available. While some contend the MLC is forfeiting plan protection, they miscomprehend the current system: **the Administrative Code nowhere defines a minimum plan design for the HIP-HMO or any other plan. Plan design has always been subject to collective bargaining.**

The bottom line is that our effort has allowed us to remain the only major municipal workforce that provides premium-free benefits for actives and retirees. Not only are those programs premium free, but they are superior to benefits offered to public employees in other major cities. **The MLC has been a stalwart guard of these benefits for more than half a century and will long continue that battle.**



New Yorkers Vote on

4

Referendums in November General Election

When New Yorkers head to the polls on Tuesday, Nov. 8, they will be voting for more than just Congressional and State representatives. On the flip side of the ballot will be four referendums to decide on: a statewide proposal that would boost spending in Albany on future environment-related projects, plus three city proposals to create a “statement of values” for the government, form a racial equity office, and define how the cost of living is calculated.

First Vice President Gerald Brown said Local 1180 is endorsing all four referendums and asking members to vote “yes” on each one.

A summary of each ballot proposal is below, but for more information, the full proposal language for Proposal 1 can be read at www.elections.ny.gov/2022BallotProposal.html, while details of proposals 2-4 can be found at racialjustice.cityofnewyork.us/ballot/.

A **YES** vote would allow the State to refund the debt to take advantage of lower interest rates if the opportunity arises. To accomplish this, the proposal authorizes the State Comptroller to issue additional state bonds in sums up to or exceeding the amount of the bonds initially issued to refund or otherwise to repay part or all of these bonds prior to the scheduled dates of their maturity.

an Office of Racial Equity and appoint a Chief Equity Officer to advance racial equity and coordinate the City’s racial equity planning process. The Office would support City agencies in improving access to City services and programs for those people and communities who have been negatively affected by previous policies or actions, and collect and report data related to equity; and establish a Commission on Racial Equity, appointed by City elected officials. In making appointments to this Commission, elected officials would be required to consider appointees who are representative of or have experience advocating for a diverse range of communities. The Commission would identify and propose priorities to inform the racial equity planning process and review agency and citywide Racial Equity Plans.

A **YES** vote supports establishing a Racial Equity Office, Plan, and Commission in the City of New York.

1 New York City Ballot Question #1 Clean Water, Clean Air, and Green Jobs Environmental Bond Act of 2022

This proposal would authorize the creation of state debt and the sale of state bonds in the amount of up to \$4.2 billion for certain capital projects for the purpose of making environmental improvements that preserve, enhance, and restore New York’s natural resources and reduce the impact of climate change. If approved, the proposal would allow the State to borrow money to provide funding for capital projects that include restoration and flood risk reduction, open space land conservation and recreation, climate change mitigation, and water quality improvement and resilient infrastructure.

This would be the first environmental bond act enacted for 26 years in New York.

2 New York City Ballot Question #2 “Just and Equitable City for All” Charter Preamble Amendment

This proposal would amend the New York City Charter to add a preamble that would be an introductory statement of values and vision aspiring toward “a just and equitable city for all” New Yorkers, and include in the preamble a statement that the City must strive to remedy “past and continuing harms and to reconstruct, revise, and reimagine our foundations, structures, institutions, and laws to promote justice and equity for all New Yorkers.” The preamble is intended to guide City government in fulfilling its duties.

A **YES** vote supports adding the Racial Justice Commission’s proposed preamble to the NYC Charter.

4 New York City Ballot Question #4 “True Cost of Living Measure” Amendment

This proposal would amend the City Charter to require the City to create a “true cost of living” measure to track the actual cost in New York City of meeting essential needs, including housing, food, childcare, transportation, and other necessary costs, and without considering public, private, or informal assistance, in order to inform programmatic and policy decisions; and require the City government to report annually on the “true cost of living” measure.

A **YES** vote supports this amendment to create an index called the “Trust Cost of Living Measure” and have the city government report the cost each year.

3 New York City Ballot Question #3 Racial Equity Office, Commission, and Plans Amendment

This proposal would amend the City Charter to require citywide and agency-specific Racial Equity Plans every two years. The plans would include intended strategies and goals to improve racial equity and to reduce or eliminate racial disparities; establish



November General Election ENDORSEMENTS

CONGRESS: SENATE



Charles Schumer
U.S. Senator for NYS

CONGRESS: HOUSE OF REPRESENTATIVES



Grace Meng
CD 6 (Qns)



Nydia Velazquez
CD 7 (BK/Man/Qns)



Hakeem Jeffries
CD 8 (BK/Qns)



Yvette Clarke
CD 9 (BK)



Dan Goldman
CD 10 (BK, Man)



Max Rose
CD 11 (SI, BK)



Jerrold Nadler
CD 12 (Man)



Adriano Espaillat
CD 13 (Man/Bx)



Alexandria Ocasio-Cortez
CD 14 (Bx/Qns)



Ritchie Torres
CD 15 (Bx)



Jamaal Bowman
CD 16 (Bx)



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NEW YORK STATEWIDE



Kathy Hochul
GOVERNOR



Letitia James
ATTORNEY GENERAL



Thomas DiNapoli
COMPTROLLER

Election Day — Tuesday, Nov. 8, 2022

Polls open from 6 a.m. to 9 p.m.



Voting Information
www.vote.nyc/elections

Early Voting Period

Oct. 29, 2022 - Nov. 6, 2022



Find Your Polling Site
findmypollsite.vote.nyc

NEW YORK STATE SENATE



James Sanders
SD 10 (Qns)



Toby Ann Stavisky
SD 11 (Bx/Qns)



Michael Gianaris
SD 12 (BK/Qns)



Jessica Ramos
SD 13 (Qns)



Leroy Comrie
SD 14 (Qns)



Joseph Addabbo
SD 15 (BK/Qns)



John Liu
SD 16 (Qns)



Julia Salazar
SD 18 (BK/Qns)



Roxanne Persaud
SD 19 (BK)



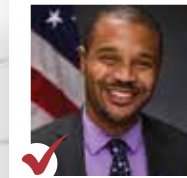
Zellnor Myrie
SD 20 (BK)



Kevin Parker
SD 21 (BK)



Jessica Scarella
SD 23 (BK/SI)



Jabari Brisport
SD 25 (BK)



Andrew Gounardes
SD 26 (BK)



Brian Kavanagh
SD 27 (Man)



Liz Krueger
SD 28 (Man)



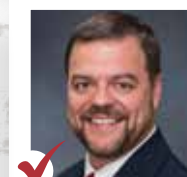
Jose Serrano, Jr.
SD 29 (Bx/Man)



Cordell Cleare
SD 30 (Man)



Robert Jackson
SD 31 (Bx/Man)



Luis Sepulveda
SD 32 (Bx)



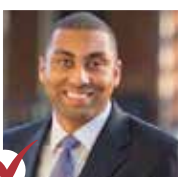
Gustavo Rivera
SD 33 (Bx)



Nathalia Fernandez
SD 34 (Bx)



Andrea Stewart Cousins
SD 35 (Bx)



Jamaal Bailey
SD 36 (Bx)



Find Your New York State Senator
nysenate.gov/find-my-senator

NEW YORK STATE ASSEMBLY



Andrew Hevesi
28 AD (Qns)



Alicia Hyndman
29 AD (Qns)



Vivian Cook
32 AD (Qns)



Jeffrion Aubry
35 AD (Qns)



Juan Ardila
37 AD (Qns)



Brian Cunningham
43 AD (BK)



Latrice Walker
55 AD (BK)



Monique Chandler Waterman
58 AD (BK)



Nikki Lucas
60 AD (BK)



Charles Falls
61 AD (SI)



Eddie Gibbs
68 AD (MAN)



Inez Dickens
70 AD (MAN)



Al Taylor
71 AD (MAN)



Alex Bores
73 AD (MAN)



Find Your New York State Assembly Member nyassembly.gov/mem/search

Union Swears In 3 New Executive Board Members



GERALD BROWN
1st Vice President



TEESHA FOREMAN
2nd Vice President



AMICA BENJAMIN
Member-At-Large

With the retirement of First Vice President Gina Strickland in June, new officers and a Member-At-Large were sworn into new positions at the September general membership meeting.

Former Second Vice President **Gerald Brown** has assumed the role of First Vice President.

Brown was elected Second Vice President in 2015 after having served as Recording Secretary, Member-At-Large, and Shop Steward. Since 2011, he has served as a Trustee with oversight of the Local's benefits funds. Since January 2015, he has served as Chairperson of the Education Fund that includes oversight of Local 1180's participation with the CUNY School of Labor and Urban Studies, examinations, preparation classes, workplace literacy classes, and other education programs and benefits. He is the facilitator for the Union's quarterly magazine, the *Communique*.

Brown is a career civil servant, having been employed in four major NYC agencies: Health+Hospitals, Department of Education, Board of Higher Education, and the Human Resources Administration where he was a Supervising Auditor with a staff of 27 assigned to revenue-producing projects.

As a member of Local 1180's Executive Board, he brings the educational and career development concerns of the membership to the forefront. He lobbies annually at the New York State Legislature and the New York City Council for funding that affords members the opportunity to receive 24 undergraduate credits as well as 24 graduate credits from the CUNY School of Labor and Urban Studies.

As Chairperson of the Local's Legislative and Political Committee, Brown coordinates the union's legislative and political programs, and makes sure screening for candidates for political office is open to the entire membership. He represents Local 1180 at the NYS Public Employee Conference, NYS AFL-CIO, NYC Central Labor Council, the NYC Council, and with CWA District 1.

He also coordinates Local 1180's civil service programs and in doing so, works closely with the NYC Dept of Citywide Administrative Services (DCAS). Brown also coordinates Local 1180's new member orientation that gives members the opportunity to learn first-hand about varied union programs and benefits, and coordinates financial information sessions for members that educate them on the best practices of managing financial accounts and resources.

Teesha Foreman, Supervisor of Staff Reps and previously a Member-At-Large, was sworn in as the new Second Vice President.

Foreman has been an employee of the City of New York for more than 17 years, beginning her career in August 2000 as a secretary with the New York City Housing Authority. She never expected to be with the City for the long haul, but five-plus years later, she was appointed to her first civil service position as a cashier with NYCHA.

It was then that Foreman decided to give her career with the New York City Housing Authority a real chance. She set four-to-five-year promotional goals that she achieved going from a Cashier Level 1 to a Cashier Level 2 within three years and was then promoted to a Principal Administrative Associate Level 1 within two years. In September 2011, she became a member of CWA Local 1180.

She began attending general membership meetings and in doing so, would bring the information back to the members she worked with. After a few years, her coworkers at her site saw how energetic and organized she was about the union, and they encouraged her to run for Shop Steward. Foreman has always been passionate about helping, encouraging, and empowering people — all qualities and skills you need to be a great Shop Steward. In 2015, she was elected Shop Steward at NYCHA's 90 Church Street location and has progressed through the union at a rapid pace.

She became even more active in Local 1180 activities where she would advocate for her members. In January 2016, Foreman was promoted to Principal Administrative Associate Level 3 with the Technical Services Department in Long Island City, once again achieving her four-to five-year promotional goal.

Her promotion to Second Vice President left an opening for a Member-At-Large, which was filled by **Amica Benjamin**.

Benjamin has worked for the City of New York for more than 25 years. She began her career on Sept. 16, 1996, as an Office Machine Aide with the New York City Employees' Retirement System (NYCERS). She then was promoted to Assistant Retirement Benefits Examiner in 1997 and secured her position in that title by taking the civil service exam.

Several years later, she was promoted to Associate Retirement Benefits Examiner and worked in that title until she left in 2005 to pursue a career as a Police Officer with the NYPD. After fulfilling her teenage dream of becoming a police officer, she realized that while she enjoyed interacting with people, it wasn't a great fit for her.

In 2006, Benjamin returned to NYCERS and became active in her union, Local 1407, under DC 37. She worked as an acting Shop Steward, sat on the Executive Board, and was a very active member of the Quality of Life Committee (QWL). She always wanted to work in an administrative title and took the civil service exam for Principal Administrative Associate (PAA), a title that her mom worked in for nearly all her years as a civil servant. She saw this title as a benefit to working in almost any city agency.

In 2015, Benjamin became a PAA Level 1 and worked in the title at NYCERS until she decided to leave (yet again) in 2016, continuing her career as a PAA with the Office of Payroll Administration (OPA). In 2017, she was nominated to be a Shop Steward for CWA Local 1180. In 2018, she took advantage of Local 1180's Education Fund benefits for members and pursued her Master's Degree in Labor Studies, graduating in June 2021.

She became a Member-At-Large in September 2022. ■



President Gloria Middleton swears in, from left, Member-At-Large Amica Benjamin, First Vice President Gerald Brown, and Second Vice President Teesha Foreman at the September 2022 general membership meeting.

ADMINISTRATIVE MANAGER PROMOTIONAL LISTS (#1552) ESTABLISHED AUG. 17, 2022

Red lines indicates agency without a viable list (less than 3 individuals).

	AGENCY	# ON LIST*	STAFF REP
9	NYCERS	12	Waters
12	BORO PRESIDENT BROOKLYN	2	Waters
15	NYC COMPTROLLER	11	Lewis
19	OMB	2	Jones
21	OFFICE OF ADMINISTRATIVE TAX APPEALS	2	Waters
25	LAW DEPT.	2	Ivory
30	CITY PLANNING	2	Waters
32	DOI	3	Lewis
40	DOE	58	Waters
41	TEACHERS RETIREMENT SYSTEM	6	Waters
54	CIVILIAN COMPLAINT REVIEW BOARD	1	Waters
56	NYPD	116	Jones
57	FDNY	70	Smith
63	VETERANS AFFAIRS	1	Duncan
67	ACS	123	Duncan
69	DSS/HRA	341	All Reps
71	DHS	19	Ivory
72	CORRECTION	48	Smith
103	CITY CLERK	1	Waters
125	DEPT. OF AGING	6	Jones
127	FISA	5	Lewis
131	OPA	13	Lewis
132	INDEPENDENT BUDGET OFFICE	1	Waters
134	CIVIL SERVICE COMMISSION	1	Jones
156	TAXI AND LIMOUSINE COMMISSION	12	Smith
214	OFFICE OF LABOR RELATIONS	3	Ivory
256	POLICE PENSION FUND	5	Ivory
257	FIRE PENSION FUND	2	Duncan
267	DEPT. OF YOUTH & COMMUNITY DEV.	10	Lewis
383	COMMUNITY BOARD 3 BRONX	1	Duncan
781	PROBATION	10	Waters
807	NYC DEPT. OF SMALL BUSINESS	4	Waters
806	HPD	49	Waters
810	DEPT. OF BUILDINGS	37	Ivory
816	DEPT. OF HEALTH AND MENTAL HYGIENE	115	Jones
820	OATH	3	Smith
826	DEP	155	Ivory
827	DEPT. OF SANITATION	30	Waters
836	FINANCE	113	Waters
841	DEPT. OF TRANSPORTATION	105	Duncan
846	PARKS AND RECREATION	82	Jones
850	DESIGN AND CONSTRUCTION	18	Smith
858	DOITT	56	Lewis
860	DEPT. OF RECORDS AND INFO SERVICES	2	Ivory
866	DEPT. OF CONSUMER/WORKER PROTECTION	5	Waters
868	DCAS	59	Duncan
901	DA MANHATTAN	1	Lewis
902	DA BRONX	4	Ivory
903	DA BROOKLYN	9	Duncan
904	DA QUEENS	5	Jones
905	DA STATEN ISLAND	1	Smith
996	NYCHA	40	Ivory
998	NYCTA	11	Ivory

Administrative Manager Open Competitive list #1195 was established on Sept. 28, 2022, with 4,550 eligibles on the list.

about our members

Condolences to Local 1180 member **Andrea Moguel** (Administrative Manager, FDNY) on the passing of her father, Samuel Marshall, on Aug. 13, 2022. ■

Condolences to **Shop Steward Marie Guery** (PAA, Department of Finance) on the passing of her husband, Lionel Guery, on Aug. 16, 2022. ■

Condolences to **former Local 1180 Officer Linda Jenkins** on the passing of her mother Rosa Mae Jenkins on Sept. 20, 2022. She was born on Feb. 15, 1924, in Apalachicola, Florida, and was married on March 10, 1941. In addition to Linda, there were seven other children, three of whom predeceased her. In addition to her children, she is survived by three grandchildren, six great grandchildren, and one great-great grandson. ■

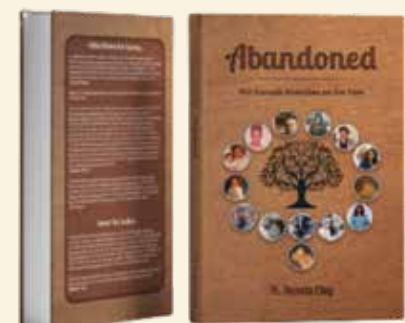


Congratulations to the following Local 1180 members who were honored at the HRA Employee Recognition day for SNAP 15 and SNAP 61 on Sept. 16, 2022: **Felicia A Garvin** (PAA, 35 years); **Shop Steward Ellice A Vessels** (PAA, 30 years); **Tatiana Lagochniak** (PAA, 15 years); and **Cynthia A Montas** (PAA, 10 years. All pictured with their **Local 1180 Staff Rep Romano Jones**, except for Lagochniak. ■



Congratulations to Local 1180 **Secretary-Treasurer Robin Blair-Batte** on the birth of her first grandchild, Yasir Love Merritt, on Sept. 20, 2022. He was 21" and weighed 8 lbs. 4 oz. ■

about our retirees



Local 1180 retiree **Brenda Sweets Eley** is making good use of life after leaving City service. B. Sweets Eley — the name she publishes under — is a writer, playwright, actress, producer, director, children's book author, and philanthropist, currently residing in Augusta, Georgia. Her recently published book, *Abandoned, Not Enough Branches on the Tree*, is not always "deliberate or intentional, but it is a behavior that can be linked to one's own family dynamic when coming together to establish a new union. However, when abandonment is part of the foundation, it is destined to disintegrate. I wrote this book to show readers that even though painful, abandonment cannot be helped in certain situations," according to her website bsweetsley.com

Eley is originally from Brooklyn and has written numerous poems and short stories. She wrote, produced, and directed her first play in 2011, entitled *Peace be Still*, under her production company, Beulahlocks Productions, LLC. ■

Congratulations



First Vice President Georgina "Gina" Strickland On your retirement after 30 years of service to Local 1180

After almost 40 years working for the City, of which more than 30 years was devoted to helping members at Local 1180, First Vice President Gina Strickland retired in June of this year.

Strickland started her civil service career in 1985 as an Office Aide with the Department of Finance. In 1992, she was appointed to Principal Administrative Associate, and just one year later, her co-workers urged her to run for Shop Steward. Overwhelmingly elected, she was a staunch advocate and representative for members at her worksite, attending meetings, trainings, and workshops whenever possible. When Local 1180 called, Gina Strickland was there.

Strickland became a full-time Staff Representative in 2000. Her dedication to members continued to show as she assisted them with issues and concerns, represented them at disciplinary hearings and informal conferences, successfully won many grievances, and even helped with personal matters.

In 2002, she was appointed by the Executive Board to fill an open seat as Member-at-Large and subsequently was elected by the membership to retain that position.

After serving 11 years as a Staff Representative, she was promoted to Supervisor of Staff Representatives, where

she instituted benefits and website presentations at the lunchtime site meetings, and monthly Staff Rep activity reports that show the monthly work being done on behalf of the members..

Strickland was elected Second Vice President in 2011. With this position, she also became a Trustee of the Administrative, Security Benefits, Retirees, and Annuity funds.

In 2014, she was elected First Vice President and continued her advocacy for the members. She took the lead in meetings with various agency commissioners and met regularly with them and upper management to address concerns raised by members.

Strickland worked on the Administrative Manager lawsuit against the city and actively continued participating in the settlements. She negotiated NYC School Construction Authority and Unified Court System contracts, as well as many other contracts.

"The challenges representing our members for decades were some of my proudest accomplishments," Strickland said in recalling her many years of service. "So many members became my friends and the officers and Executive Board were like my family. I'm honored to have been able to represent the members as a Shop

Steward, a Staff Rep, a Member-At-Large, and as First Vice President."

She said leaving was a difficult decision, but one that she knows best benefits everyone.

"This will allow me more time to spend with my family and focus on new adventures," she said. "Local 1180 remains in good hands under the leadership of President Gloria Middleton and the rest of her team. I will always be a part of the Local 1180 family and look forward to attending events and meetings as a retiree."

Middleton said that Strickland brought much enthusiasm and dedication to the job.

"She poured her heart into everything she did. Local 1180 was her second, and oftentimes, first family," Middleton said. "She was a real asset to the leadership team and although she will be greatly missed, I am excited for what the future holds for my former First Vice President and more importantly, my friend."

To honor Strickland and her long-time contributions to the union, Local 1180 held a retirement party in her honor that brought together those she has worked with and members she represented throughout the years. ■

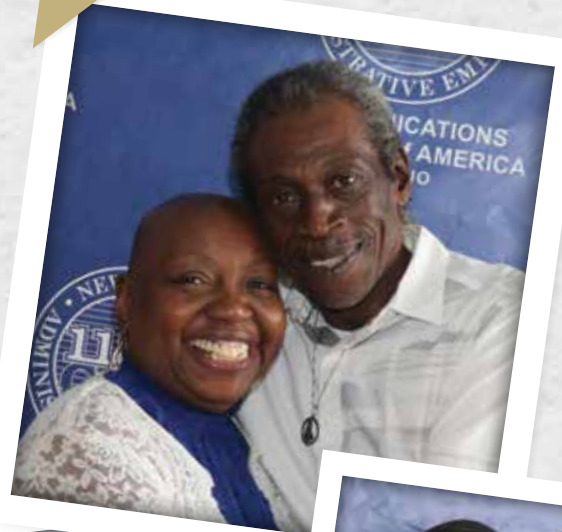


" You have become my mentor and friend. I value the knowledge I have gained from you and was able to pass it on to others. "

" Your invaluable knowledge and years of experience made a difference in the lives of our members and the 1180 family. Thank you so much for being a tireless professional."



" Your commitment, dedication and courage has helped 1180 become the force to be reckoned with throughout the City of New York. Your commitment to the labor movement and to the members of Local 1180 has made an indelible mark in the history of this great Local. "



After climbing the mountain, you can finally enjoy the view.



"What a blessing it's been to work with you over these past few years, and how much I will miss you. If I never told you, your uplifting words encouraged me more than you could imagine."



"We will miss your bright and big smile. You light up the room wherever you go!"



"As you step into this new phase of your life, I need to let you know that you were one of the greatest leaders we had and made us proud to be Shop Stewards. I will miss you very much, always smiling and cheerful."

"One of the most high-character people I have been around. You are always demonstrating compassion and empathy to those in need."



"You are small in stature, but you have a big heart. I've learned so much from your presentations at the CWA Local 1180 general membership meetings."

"You were more than just the First Vice President. You were my confidante, and more importantly, my friend."



MEMBERS IN ACTION

Bronx BCCC Hosts Summer Fun Day



The Bronx Borough Community Coordinating Committee held its first summer Fun Day at the Park gathering on Aug. 27 at Pelham Bay Park. Bronx BCCC Chair Zenola Fields and Co-Chair Cheryl Allen-Freeman planned



the event as a way of bringing together Local 1180 members in the borough and introducing them to the work of the BCCC.

"We wanted our members who live in the Bronx to meet each other and learn more about the importance of getting involved," Fields said. "The work we do doesn't always make sense to everyone and this gave us the opportunity to talk about the value of community and knowing our community leaders."

Dozens of union members and their families attended the gathering and expressed their thanks for not only the opportunity to enjoy themselves, but also to hear first-hand what a community coordinating committee



is all about. Both Fields and Allen-Freeman hope that this will encourage attendees to become more involved both in the borough and with the union. ■

Honored for Supporting Worker Rights



President Gloria Middleton was one of five New York City labor leaders recognized at this year's Labor Press luncheon that honored those who have made significant contributions to supporting the rights of workers. Middleton was chosen for Local 1180's leadership in organizing workers, specifically at National Domestic Workers Alliance where it took management more than two years to recognize the union and start negotiations for a contract. Contract talks, which stalled after a year of negotiations, were reignited when news of a potential strike reached the office of the U.S. Secretary of Labor Marty Walsh who then reached out to CWA President Chris Shelton offering his help. Pictured with Middleton when she received her award are Helen S. Jarrett, Mobilization Coordinator, Second Vice President Teesha Foreman, former First Vice President Gina Strickland, Secretary-Treasurer Robin Blair-Batte, and Recording Secretary Lourdes Acevedo. Foreman, who introduced Middleton at the event, said, "Gloria, women like you pave the way for women like me, and for that I am grateful." ■

Meet & Greet with Gov. Kathy Hochul



John O'Malley, Local 1180 Legislative Coordinator, attended a meet and greet for Gov. Kathy Hochul on Sept. 29 in New York City. The event was hosted by State and Broadway, which the union uses to assist with lobbying efforts in Albany. Pictured from left: NYS Lt. Governor Antonio Delgado, O'Malley, Governor Hochul, and lobbyist Richard Winsten. ■

Fighting the “ISMs” at Human Rights Conference



CWA Local 1180 members joined with other CWA union members and leaders at this year’s CWA Human Rights Conference. The conference, presented by the CWA Women’s Committee and Civil Rights and Equity Committee, focused on the national’s efforts to fight racism, sexism, religious intolerance, nationalism, and other biases that have systematically held communities back and pulled workers apart. The conference was highlighted by the Interactive Activist Mall where members participated in activities in support of CWA-endorsed candidates and legislation. The activities served as real-time examples of actions members can replicate at their locals. Participants of the conference also had the opportunity to attend several workshops focused on voting rights, reproductive rights, LGBTQ+ rights, and voter mobilization.

Representing Local 1180 were Member-At-Large **Gregory Smith**, Membership Coordinator **Deborah Valentin**, Members-At-Large **Debra Paylor**, **Denise Gilliam**, **Hazel O. Worley**, **Rosario Roman**, **Helen S. Jarrett**, and **Venus Williams**, Civil Rights & Equity Committee Co-Chair and DOT Shop Steward **Earlene Powell**, Committee members **Cheryl Drumgold** (ACS) and **Ingrid Brown-Lewis** (Brooklyn BCCC Chair), Secretary-Treasurer **Robin Blair-Batte**, and Second Vice President **Teesha Foreman**. Pictured are Drumgold, Worley, Powell, Smith, Blair-Batte, and Foreman. ■

Labor Notes Celebrates Black Liberation Movement



This year’s Labor Notes Conference on June 17, 2022, drew a record crowd of 4,000 union members, officers, and labor activists who are on the front lines in workplaces and communities, organizing new workers and agitating together. Unions from across the country were represented. Occurring at the same time as Juneteenth, the conference was an opportunity to celebrate the Black liberation movement, explore its connection to labor struggles throughout history, and make connections and plans together to expand the power of labor to win racial justice. There were more than 100 meetings and workshops on topics including creative organizing tactics, beating apathy, running for local union office, winning contract campaigns, understanding the economy, and reviving the strike. Representing Local 1180 were **Helen S. Jarrett**, Member-At-Large; **Deborah Valentin**, Membership Coordinator; **Gregory Smith**, Staff Representative; and Supervisor of Staff Reps **Teesha Foreman**, who was a Member-At-Large at the time, and is now Second Vice President. All four had the opportunity to meet and speak with Christian Smalls, President of Amazon Labor Union (ALU), pictured in the dark glasses. ■

President Middleton Included in Labor Power 100

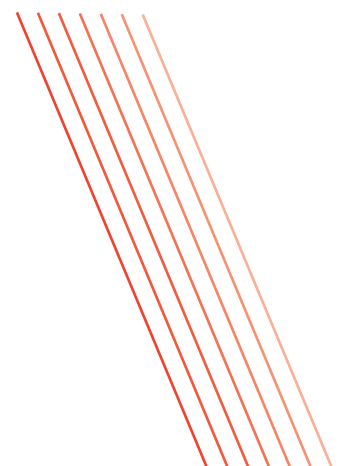


President Gloria Middleton once again made City & State’s Labor Power 100 list, coming in at No. 39. In explaining why she was chosen, the publication wrote, “When National Equal Pay Day rolled around on March 15, members of Communications Workers of America Local 1180 rallied in front of City Hall to celebrate the passage of the Pay Transparency Law. Local 1180 president Gloria Middleton stood with her members and praised the law as a victory for women in the workforce. Now serving her second term as president, Middleton has

continued her efforts to ensure equitable workplaces for communications workers and other union members.”

City & State’s New York City Labor Power 100 features the labor leaders, city officials, immigrant advocates and other allies who are building momentum as they stand up for workers of all kinds and highlights individuals whose efforts are largely or entirely within the five boroughs.

Middleton said that while it’s an honor to be recognized, the real accolades belong to the members. “Any success we have at Local 1180 is because our members get involved and fight for the causes they know are right. The true power comes from the membership.” ■



MANHATTAN BRONX BROOKLYN QUEENS STATEN ISLAND

A BUSY BCCC YEAR

The Borough Community Coordinating Committees, more commonly known as the BCCCs, were formed by Local 1180 as a means of getting members more involved not only in their communities but also to engage with local and city politicians to help make a name for the Union. While members are always welcome to attend any of the five BCCC meetings, it is important to get involved in the BCCC that represents your borough.

"While any officer of Local 1180 can pick up the phone and get a politician on the phone, it's equally as important for our members to be able to do the same," said Local 1180 President Gloria Middleton. "The Union is responsible for tackling the major issues that impact everyone, like contracts, benefits, workplace safety, promotions, and grievances, it's up to our members to work on the more local issues that impact their own neighborhoods. When there is a problem in a community park, and one of our BCCC members calls a politician to get involved, that politician needs to know that it's an 1180 member spearheading the project. That's why the BCCCs are so important."

That's also the reason that the Union works so closely with the BCCC Chairs to make sure that monthly meetings include city politicians, borough leaders, activists, and more. Knowing the people and the issues are a huge plus. When there is an issue that impacts each borough, Mobilization Coordinator Helen S. Jarrett makes sure to schedule a speaker for all the committees. Such was the case with CWA PHEW Sector Vice President Margaret Cook who graciously delivered her message five times, talking about the national political landscape and the PHEW activist academy.

Local 1180's own Legislative Coordinator John O'Malley made the rounds to several BCCCs throughout the year so far, talking about the legislative scene in Albany, where he monitors legislation that impacts Local 1180 and works on getting bills passed that benefit CWA members.

"It's vital that our members understand what goes on in the capital so when Local 1180 needs the membership to get involved and reach out to state Senators and Assemblymembers, they are aware of the issues and why they are so important," O'Malley said.

While several of the BCCCs saw a change in leadership this year, that didn't stop any of them from moving forward, enhancing the programming, and getting more members to attend the meetings and get involved.

BRONX

Zenola Fields, new chair of the Bronx BCCC, said she greatly appreciates the opportunity to serve the committee and was particularly passionate about the meeting with special guest speaker, the Honorable Bronx Borough President Vanessa Gibson. Fields is using the summer meeting hiatus to involve the committee in several activities and events throughout the borough. She hopes the committee can host other public officials willing to share ideas and thoughts on how they can assist in creating real change within the Bronx.

BROOKLYN

Ingrid Brown-Lewis was a newly appointed chair earlier this year. She hit the ground running by working to ensure members were well engaged and the meeting's topics were of value to a majority of the community. "Our members who attended were genuinely interested in the presentations and participated in the discussions in a way that allows them to help solve community problems that might arise in the future," Brown-Lewis said. Guest speakers have included State Senator Kevin Parker; Anthony Harmon from the NAACP A. Philip Randolph Institute; Gene Carroll, Organizer for Climate Jobs NY; and Lauren Sylvester, NYPD Community Ambassador.

MANHATTAN

Chair Patti Jacobs is one heavily involved Manhattan community resident herself, so leading the Manhattan BCCC is a natural for her. So far this year, the committee has supported the 181st Street Community Refrigerator with monthly donations totaling approximately \$500, and collected empty medicine bottles and eyeglasses for needy communities both locally and internationally. The Manhattan Committee also met with several leaders in both the scientific community, such as Dr. Judith Absalon, MD, MPH, the leading COVID-19 Researcher for Pfizer, and elected officials such as Borough President Mark Levine and Public Advocate Jumaane Williams. Jacobs still works with her team to offer mental wellness every first Sunday of the month. Some other guest speakers have included NYC Councilwoman Kristin Richardson Jordan; and Robert Casanovas, President of the NYC Department of Sanitation Retirees Association.

QUEENS

They say if you want to get something done, ask a busy person. As Chair of the Queens BCCC, Elaine Blair certainly knows how to get things done. The Queens BCCC remained steadfast during the pandemic, never missing a beat, and has even found ways this year to reach out to members both on- and offline. Blair, along with the entire committee, has worked to find resources for community residents and met with numerous politicians that participated in supplying information beneficial to the community at large. The Queens BCCC has worked with groups such as New York Communities for Change to help people sign up for homeowners and tenant assistance, which was a success. Speakers so far have included Salim Laverpool from the Mayor's HRA Public Engagement Unit; NYS Assemblyman Andrew Hevesi; Desean Burris from New York Communities for Change; and NYC Council Member Nantasha Williams.

STATEN ISLAND

The Staten Island BCCC, led by Rosie Roman, was especially proud of both the new and returning dedicated members who were fully engaged at the monthly meetings. Members have taken on vital roles and have rallied alongside CWA 1102 and Chris Brown in support of Amazon members' right to form a union. Committee members have met with local politicians and shared their mission to strengthen community and workplace rights. Guest speakers have included Stephen Caruso, DSNY Citywide Community Affairs Officer; Jennifer Rodriguez from ConEd; NYC Councilwoman Kamillah Hanks; and Community Activist Jessica Scarcella Spanton. ■





TEESHA FOREMAN

Second Vice President

Gripe vs. Grievance: What's Your Situation?

Gripe or grievance? While all grievances are gripes, not all gripes are grievances.

Grievances address specific violations of contract language, contract practice, or agency policies and procedures. An important part of our job as advocates is knowing the difference between the two when members bring us their issues and concerns. However, it's even more important as a member to know your rights.

Gripes can cover everything from the cleanliness of restrooms to job flexibility. Grievances, on the other hand, are formal complaints made by employees who think their contract or agency policy has been violated.

There are two types of grievances — contractual (union brings forth against agency) and disciplinary (agency brings forth against the employee). Within the contractual grievances, there are three types — individual, group, and union.

Remember that there is a big difference between a gripe and a grievance. A grievance is a formal challenge to the employer that the contract, policy, and procedure has been violated.

An individual grievance is a complaint that an action by management has violated the rights of an individual as set out in the collective bargaining agreement or law, or by some unfair practice. Examples of this type of grievance include discipline, demotion, classification disputes, or denial of benefits.

A group grievance is when a team or a group collectively grieves against management regarding a violation that affects the group. Lastly, a union grievance is when the union as a whole complains against management, generally regarding contract misinterpretation.

According to our PAA et al contract, the term grievance means "a dispute concerning the application or interpretation of the terms of this agreement or a claimed violation, misinterpretation, or misapplication of the rules or regulations, written policy, or order of the employer applicable to the agency which employs the grievant affecting terms and conditions of employment". While there is more to what constitutes a grievance, this

basically sums up the definition according to the contract.

The five most common grievances are Recoupment Article IX Section 8a; Citywide Agreement, Time & Leave, Article V, Section 2a; Citywide Agreement, Safety & Health, Article XIV, Section 2a; Citywide Agreement, Out-of-Title Article VI, Section 1c, PAA et al.; and Additions to Gross, Article III, Section 8-10, PAA et al.

Out-of-Title grievances are our most common grievance. Article VI, Section 2 of the PAA et al contract states that employees may at any time informally discuss with their supervisor a matter that may become a grievance. If the results of these discussions are unsatisfactory, employees may present the grievance at Step I. This means that before we file an out-of-title grievance at Step I, members already should have asked their supervisor for what they want and the supervisor needs to have denied the request, normally for a title/level and monetary pay increase.

All grievances must be presented in writing at all steps in the grievance procedure. For all out-of-title grievances, no monetary award will cover any period prior to the date of the Step I grievance filing unless that grievance has been filed within 30 days of the assignment to alleged out-of-title work.

This means that to get paid from the first day you began working out of title, you must submit the grievance within 30 days. If you submit the grievance after the 30 days and it prevails contractually, you are only entitled to payment from the date of the grievance.

At Step I in the grievance procedure, the employee and/or the union presents the grievance in the form of a memorandum no later than 120 days after the date on which the grievance occurred. If the member is still aggrieved and wins contractually, back payment will only be to the date of the grievance.

Gripe vs. grievance. Do you know the difference?

Your agency has four Principal Administrative Associates Level I in the same unit processing violations they receive from city agencies throughout the five boroughs. One PAA is assigned Manhattan, one the Bronx, one Brooklyn, and the other Queens/Staten Island. The PAA who processes Manhattan violations leaves the unit and that work is now assigned to the other three PAAs. Is this a gripe or a grievance?

The remaining three PAAs may be overworked (gripe) but they are not working out-of-title (grievance). While the amount of work has increased, the scope of the work has not. A few examples of how the gripe can be addressed is by asking if the position will be backfilled and requesting cash and/or comp overtime until the position is filled.

The Department of Citywide Administrative Services (DCAS) provides most agencies with job specifications. The agencies use these job specifications to designate employee assignments that fall within the scope of their title. When Local 1180 files an out-of-title grievance, it is the responsibility of the member and the union to prove the member is performing tasks that are "substantially" (at least 50% of the time) different from those stated in their job specifications.

When filing an out-of-title grievance, we provide members with the job specifications for their current title and the title they believe they are working in. We ask them to compare the job specifications with their tasks and standards, or job functions, to prove that the tasks they are currently performing at least 50% of the time are in fact that of another title.

Bottom line is that it's important to understand and remember that there is a big difference between a gripe and a grievance. A grievance is a formal challenge to the employer that the contract, policy, or procedure has been violated. Fortunately, most problems can be settled informally without filing paperwork. But it is imperative that you contact your union advocate as soon as possible when you feel you have a grievance. There are strict timelines for the filing process, and they start the minute the violation takes place. ■

PRIVATE SECTOR SHOPS

BARGAINING UPDATES



Audubon Society/Bird Union:

Bargaining with the Audubon Society and our members (who refer to themselves as the “Bird Union” after the problematic practices of the organization’s namesake, John

Audubon, recently surfaced) had a contentious start. While Audubon’s leadership continues to impose barriers to easily bargaining their first union contract, we have started to make progress. We tentatively agreed on two proposals and agreed to an arrangement on release time that allows our Bargaining Committee to negotiate during the work week - which is phenomenal. For some context, it is traditional for public section bargaining to occur during the workday with release time arrangements for staff to participate and in the private sector typically there is no limitation on staff participating in bargaining since our committee is made up of employees. Audubon was the first private section shop to deny paying for its staff to participate in bargaining which forced the committee to bargain from 8 p.m. to midnight and over the weekends in order to accommodate for everyone’s schedules. We are very happy to announce we will finally be bargaining during the day and are working on improving our relationship with the organization. ■



HOT TOPIC: REMOTE WORK

With COVID-19 establishing a new normal for our society, many companies and businesses have realized that it may not be the most effective and efficient for employees to work from a centralized office and instead allow staff to work remotely.

Local 1180 private sector shops have been at the forefront of advocating for how to manage this transition equitably. Research is increasingly bringing light to the assumptions about remote work and its effect on productivity and outcomes in the work place, showing that remote work and a reduced work week might, in fact, improve both.

Local 1180 members are working to communicate to management the evolving nature of work, workers’ expectations of work-life balance, and advocating for their policies to align with a changed working world. Barriers to advocacy around flexible, remote work range from companies paying payroll taxes in new places to on-camera expectations in cramped apartments.

While most companies agree this shift will save money on office space, there is an initial investment cost in setting up home office spaces and, more significantly, a cultural shift that many managers are hesitant to embrace. Union bargaining committees and Shop Stewards are diligently working with management to establish policies that are fair and flexible while preventing invasive practices. ■



National Domestic Workers Alliance (NDWA):

We are excited to announce the ratification of a hard won, inaugural contract for NDWA! Following in the footsteps of our recent contract at the Sunrise Movement, NDWA negotiated groundbreaking language in terms

of Remote Work, Caregiving/Sick and Safe leave, and other powerful clauses that we are already leveraging as precedent to bargain improved conditions at other private sector shops at CWA 1180. After over two years of organizing and bargaining, we are happy to announce the ratification of the NDWA contract and look forward to bringing on Shop Stewards and the members to become full members of our CWA 1180 family. ■

HONORABLE MENTIONS

Local 1180 and District One are still negotiating new contracts with Books and Rattles, the Open Society Foundations, Human Rights Watch, Human Rights First, Type Media Center, and the Physicians for Human Rights. We are gearing up to begin bargaining with StoryCorp and Edible School Yard. ■

NEW SHOP STEWARDS



Welcome to three Sunrise Movement members who have accepted their nominations to become new Shop Stewards!

Jasmine Mirfattah — jasmine@sunrisemovement.org

Elizabeth Allen — eallen0@protonmail.com

Allyson Woodard — woodard.allyson@gmail.com

Have an **UPDATE** or **NEWS** from your Private Sector Shop?
Send information and photos to Staff Rep Chris Thomas at cthomas@cw1180.org

New Study Reveals **GROWTH** in Private-Sector **Union** **Organizing** *with NYC Playing a Lead Role*



A new report released by the CUNY School of Labor and Urban Studies (SLU) entitled “State of the Unions 2022: A Profile of Organized Labor in New York City, New York State, and the United States”, analyzes new union membership and union election wins across the nation’s major cities.

The report shows that New York City leads the recent uptick in private-sector union organizing at companies like Starbucks and Amazon. It also details the geographic, demographic, and occupational makeup of union membership in New York City, the state, and the nation.

Local 1180 is no stranger to private-sector organizing.

“The number of private-sector shops we represent has grown tremendously in the past several years, with new shops reaching out to CWA on a regular basis inquiring about representation,” said Local 1180 President Gloria Middleton. “Gen Z is one of the most pro-union generations we’ve seen and it shows in their collective desire to organize.”

SLU’s Ruth Milkman, co-author of the report, said “The pandemic spotlighted the injustices faced by ‘essential workers’; public support for labor unions increased to the highest level in decades; and a new generation of college-educated millennials and Gen-Z’ers is actively organizing unions.”

She added that the labor shortage has played a role, reducing the risks to workers involved in unionizing. A second report by the Center for American Progress agrees, stating that Gen Z’ers, those 23 years old or younger in 2020, are even more pro-union than older generations were at their age.

The SLU report noted that the recent growth of organizing and unionization has not yet reached a scale insufficient to reverse the long-term downward trend in private-sector union density. Labor unions represent only 6% of private-sector workers nationally, and only 12% of those in New York.

“Employer opposition to unionization remains fierce, and U.S. labor law enables employers to use a variety of tactics to delay both union recognition and contract negotiations,” the report pointed out.

Middleton said Local 1180 is no stranger to management pushback in organizing.

“We’ve seen this repeatedly, but we put up a good fight and have come out victorious with the not-for-profit shops that we now represent,” she said. “Organizing is a large part of CWA as it allows us to give a stronger voice to more middle-class American workers, many of whom struggle with management on a daily basis.”

New York’s Leading Role

More workers were newly unionized in New York City from January 2021 to June 2022, as a share of the labor force than in any of the other urban areas, SLU reported. New York City also leads the nation in the share of all organizing efforts that resulted in union recognition during this period, with the City’s private-sector unionization rate roughly double the national average for many years now.

The report also notes that while public and media attention has focused disproportionately on unionization efforts at iconic companies like Amazon, Apple, and Starbucks, extensive organizing has also occurred in other private-sector settings during the 2021-22 period

Actively organizing non-unionized workers is something Local 1180 has been at the forefront of for more than a decade, taking on its first private sector shop at a time no other union would.

“The recent surge of labor activism proves what we have known all along. If today’s Gen Z’ers want to have any chance at a better life than previous generations, they are going to need the backing and support of a union. Big business is all about the dollar, even at the expense of its workers who are the ones bringing in those dollars,” Middleton said. ■

71% of Americans approve of unions — the highest since 1965

60 million Americans would join a union if they could

NLRB union election petitions are up 56%

Workers know they deserve better, and are organizing for it!

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

April 28, 2022

Meeting called to order at 6:20 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

Teesha Foreman, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Venus Colon Williams, Hazel O. Worley

Absent

Member-At-Large Gregory Smith

President's Report

President Middleton introduced Alex Bores, Candidate for the New York State 73rd Assembly District in Manhattan.

Minutes of the March 31, 2022, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting held on March 31, 2022.

April 5 — Participated in the H+H Correctional Health follow-up meeting.

April 6 — Participated in the PowHerNY next steps team meeting regarding Intro 134. That afternoon, she chaired the weekly Communications meeting with Marci Rosenblum and the CWA Local 1180 weekly staff meeting.

April 7 — Participated in the COVID-19 Vaccine Mandate and KRONOS/Payroll weekly updates with NYCTA. Lastly, chaired the weekly CWA Local 1180 Trustee's meeting.

April 11 — Attended the Eleanor's Legacy Luncheon. That evening, attended Sen. Addabbo's campaign fundraiser.

April 13 — Participated in the Intro 134 discussion with NYS Attorney General Letitia "Tish" James, NYC Council Woman Nantasha Williams, and NYS Assembly member Alicia Hyndman. That afternoon, she chaired the weekly Communications meeting with Marci Rosenblum, followed by the CWA Local 1180 weekly staff meeting.

April 14 — Participated in the COVID-19 Vaccine Mandate and KRONOS/Payroll weekly updates with NYCTA. Prepared for the upcoming CWA Local 1180 General Membership meeting.

April 18 — Held a conference call with City Council members regarding Local Law 18 and expanding the data to more agencies. Later that day, held a conference call with CWA National Civil Rights & Equity Committee.

April 19 — Chaired the in-person/hybrid CWA Local 1180 General Membership meeting run-through.

April 20 — Chaired the CWA Local 1180 weekly staff meeting. That evening, chaired the CWA Local 1180 General Membership meeting.

April 21 — Participated in the CWA National Executive Board meeting.

April 22 — Participated in a conference call with Gary P. Jenkins, Commissioner of New York City Social Services, discussing various HRA issues.

April 26 — Participated in the MLC Steering Committee meeting.

April 27 — Participated in MLC general membership meeting. That afternoon, chaired the weekly Communications meeting with Marci Rosenblum and the Local 1180 weekly staff meeting.

April 28 — Participated in the Worker's Memorial Day Rally. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated March 1, 2022, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the April 28, 2022, 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 1 — Participated in the CWA Local 1180 Staff Representatives meeting.

April 2 — Participated in Part 2 of CWA Local 1180's Shop Steward Training.

April 4 — Participated in the NYCHA Coalition meeting.

April 5 — Participated in the Human Resource Administration HASA Virtual Site meeting.

April 6 — Met with New York Court Union regarding COVID-19 vaccine mandates lawsuit.

April 7 — Participated in the weekly CWA Local 1180 Trustee's meeting.

April 11 — Participated in NYCHA discussion.

April 14 — Participated in the DEP downstate Safety and Health discussion during the COVID-19 Pandemic.

April 19 — Participated in the CWA Local 1180 General Membership meeting run-through.

April 20 — Attended the in-person/hybrid CWA Local 1180 General Membership meeting.

April 21 — Participated in the Central Labor Council Delegates meeting.

April 22 — Participated in the National Audubon Society's members discussion.

April 25 — Attended the in-person DCAS site meeting.

April 26 — Participated in the "How to Mail Merge" presentation hosted by Margaret Cook, District Vice President of CWA PHEW.

April 27 — Participated in MLC general membership meeting. That afternoon, participated in the Local 1180 weekly staff meeting.

April 28 — Participated in the Small Business member's discussion with Staff Representative Desiree Waters. Later that day, held member benefits discussion with Jermaine Olmsted.

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

Second Vice President's Report

Second Vice President Gerald Brown reported that he opened the discussion regarding the resignation of New York Lt. Governor Brian Benjamin and made a motion to rescind CWA Local 1180's endorsement. A motion was duly made, seconded, and carried by the Executive Board to rescind the endorsement.

April 25 — Conducted NYCERS pension seminar

Brown announced the following:

- New York State Court of Appeals has tossed the newly drawn Senate and Congressional redistricting on procedural grounds. The lines were disapproved by a 4-3 count ruling. We will keep track of the changing primary dates.

- The federal government is looking to close the Manhattan, Brooklyn, and Long Island Veteran's Medical Centers.

- Additional endorsements:

New York State Assembly

District	Candidate
73	Alex Bores
68	Eddie Gibbs
37	Juan Ardila
43	Brian Cunningham
55	Latrice Walker
61	Charles Fall

Brown participated in the CWA Local 1180 weekly staff Meetings, bi-weekly Legislative meetings, New York City Central Labor Council delegate meeting, and the Education Fund meeting.

With no further business, a 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 March 2022. She advised that the T.D. checking account has a balance of \$844,641.75 as of C.O.B. April 28, 2022.

Blair-Batte announced the CWA Local 1180 Retiree Chapter is up and running. Olivia D. Livingstone is the new Vice Chair. She announced Sandra Sheard from the Department of Correction has retired and will be celebrated at the Eastwood Manor on May 15, 2022. Additionally, she announced this year's 53rd Annual African-American Parade will be on Sunday, Sept. 18, 2022.

Blair-Batte reported the following member activity:

March 2022

New Member Enrollments	65
Active Deceased	1
New Retirements	75
Retiree Deceased	16
Total active members	8,124
Total retired members	6,687

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call 212.226.6565 or e-mail staffreservices@cwa1180.org and someone will get back to them.

With no further business, a motion was duly made, seconded and carried to accept the Secretary-Treasurer's Report.

Recording Secretary Report

Recording Secretary Lourdes Acevedo continues participating in the CWA Local 1180 Trustee meeting, the Staten Island BCCC meeting and the CWA Local 1180 General Membership meeting.

Members-At-Large Reports

Supervisor of Staff Repts Teesha Foreman announced she facilitated in the Building Anti-Racist Union Training.

Debra Paylor reported the following activities: April 2, Shop Steward Training Part 2; April 5, Bronx Borough Community Committee meeting; April 6, Disability Committee meeting; April 13, H+H Labor Caucus meeting and the Staten Island BCCC meeting; April 19, Civil Rights & Equity/Community Service Committee meeting and the Manhattan Borough Community Committee meeting; April 20, H+H Harlem Hospital Joint Labor Management meeting; April 20, General Membership meeting; April 21, Central Labor Council Delegates meeting; April 25, NYCERS Pension Seminar; and April 26, Hispanic Committee meeting.

Venus Colon-Williams reported the CWA Local 1180 Hispanic Committee commenced the Back to School Backpack Drive. Additionally, she announced the committee discussed plans for possibly hosting a CWA Local 1180 Hispanic Heritage Month celebration. She will update the Executive Board accordingly. Lastly, she announced HRA Public Assistance Center is going live. Members have voiced concerns holding face-to-face interviews due to COVID-19 concerns.

Hazel O. Worley discussed the pros and cons of hosting Family Fun Day at Holiday Hills in the fall. Due to COVID-19 pandemic concerns, she recommended that we wait one more year. A motion was duly made, seconded, and carried to hold off until 2023. Additionally, she announced donations are being accepted for the Cinderella Project Fundraiser May 12, 2022. Lastly, she announced the CWA 1180 Summer Camp applications will be accepted until June 24, 2022.

Rosario Roman was energized by the educational and inspirational Shop Steward training. Additionally, she announced the HPD Shop Stewards are holding on-site meetings. The meetings are going well and members have been getting involved and have committed to participate in rallies.

Denise Gilliam announced that the Women's Committee is looking to host the Pink & White Affair in August to kick off the Breast Cancer Awareness Fundraiser.

Helen S. Jarrett attended the following: Sen. James Sanders in-person Queens dinner gala; PHERN monthly call with President Gloria Middleton on the panel; CLUW meeting; GOTV Squad: phone banking for Justice Ketanji Brown-Jackson; Executive Board Meeting; Shop Steward Training Part 2; Bronx, Brooklyn, Staten Island & Queens Borough Committee meetings; Eleanor's Legacy Luncheon; May Day 2022 stakeholder's meeting; PHEW's Student Debt in Flux and Accessing Public Service Loans; Women's Committee; phone banked for Amazon workers at LDJ5; April's General Membership meeting; NYCCLC delegates meeting; Amazon Rally in Staten Island; and April's Executive Board Meeting.

Next meeting date of the Executive Board is scheduled for May 26, 2022.

Motion was duly made, seconded, and carried to adjourn at 8:44 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

May 26, 2022

Meeting called to order at 6:02 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

Teesha Foreman, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Hazel O. Worley

Absent

Member-at-Large Venus Colon Williams

President's Report

President Gloria Middleton yielded to Second Vice President Gerald Brown for the purpose of introducing Keron Alleyne and Nikki Lucas, candidates for the New York State 60th Assembly District in Brooklyn.

Minutes of the April 28, 2022, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting held on April 28, 2022.

May 3 — Facilitated the CWA Local 1180 first quarter Board of Trustee's meeting.

May 4 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

May 5 — Participated in a follow-up meeting with OLR regarding the Administrative Manager Appeals.

May 9 — Held conference call with John Pescitelli from M3 Technologies regarding member benefits.

May 10 — Participated in the New York City Central Labor Council Executive Board Meeting. Mayor Eric Adams was in attendance and praised city workers. That afternoon, held meeting with Steven Kramer of the National Student Debt Forgiveness Group. Lastly, she participated in the CWA National President's meeting.

May 11 — Facilitated the FDNY Safety and Health Committee meeting. That afternoon, chaired the weekly Communications meeting with Marci Rosenblum and chaired the CWA Local 1180 weekly staff meeting. Lastly, she participated in the Assistant Director Wage Bargaining discussion with H+H Deputy Council Jonathan Wangel.

May 13 — Held an H+H Assistant Director wage bargaining discussion update with Supervisor of Staff Representatives Teesha Foreman.

May 15 — Attended Shop Steward Sandra Sheard's retirement party.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 16 — Held CWA Local 1180 PAA et al collective bargaining discussion. That afternoon, she facilitated the upcoming CWA Local 1180 General Membership meeting prep session.

May 17 — Chaired the Organizer Coordinating meeting. That evening, attended the New York City Central Labor Council reception.

May 18 — Chaired the weekly Communications meeting with Marci Rosenblum and the CWA Local 1180 weekly staff meeting. That evening, chaired the CWA Local 1180 General Membership meeting.

May 19 — Attended the CWA Local 1180 Retired Members Chapter annual luncheon. Later that day, participated in the National CWA Executive Board meeting. Lastly, participated in the CWA National President's meeting with the Shop Stewards.

May 23 — Held an Administrative Manager appeals discussion with Daniel Pollak, First Deputy Commissioner of the City of New York Office of Labor Relations. That evening, she was honored at the Working Theater Awards Benefit.

May 25 — Chaired the weekly Communications meeting with Marci Rosenblum and then the CWA Local 1180 weekly staff meeting.

May 26 — Chaired the weekly Trustee's meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated May 1, 2022, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the May 26, 2022, 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:

May 3 — Participated in the CWA Local 1180 first quarter Board of Trustee's meeting.

May 5 — Participated in the Human Resource Administration HASA virtual site meeting.

May 9 — Participated in the H+H Joint Labor Management meeting.

May 11 — Participated in the FDNY Safety & Health Committee meeting. That afternoon, she participated in the CWA Local 1180 weekly staff meeting and the Assistant Director wage bargaining discussion.

May 13 — Participated in the H+H discussion.

May 16 — Participated in the CWA Local 1180 collective bargaining discussion. Additionally, she participated in the NYCHA Coalition meeting. Later that day, she participated in the CWA Local 1180 General Membership meeting prep run-through session.

May 17 — Participated in the organizer coordinating meeting. That evening, she attended the New York City Central Labor Council reception.

May 18 — Participated in the CWA Local 1180 weekly staff meeting. That evening, she participated in the CWA Local 1180 General Membership meeting.

May 19 — Attended the Retired Members Chapter annual luncheon.

May 25 — Participated in the PHEW Activist Academy; Excel for Union Activists.

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

A discussion was held regarding Keron Alleyne and Nikki Lucas candidates for the New York State 60th Assembly District in Brooklyn. Motion was duly made, seconded, and carried to endorse Nikki Lucas.

Brown participated in the first Quarter Trustee meeting, CWA Local 1180 Weekly Staff Meetings, bi-weekly Legislative meetings, New York Central Labor Council Delegate meeting, the Education Fund meeting, and General Membership preparation and meetings.

With no further business, a motion was duly made, seconded, and carried to accept the 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 April 2022. She advised that the T.D. checking account has a balance of \$968,615.81 as of C.O.B. May 26, 2022.

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

April 2022

New Member Enrollments..... 24
Deceased..... 1
New Retirements..... 40
Deceased..... 13
Total active members..... 8,067
Total retired members..... 6,703

Blair-Batte announced she has scheduled a meeting for Saturday, June 25, 2022, for all committee chairs, co-chairs, secretaries, co-secretaries, and facilitators on how to better operate Ring Central.

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call 212.226.6565 or e-mail staffreservices@cwa1180.org and someone will get back to them.

With no further business, a motion was duly made, seconded, and carried to accept the Secretary-Treasurer's Report.

Recording Secretary Report

Recording Secretary Lourdes Acevedo continues participating in the CWA Local 1180 first Quarter Trustee meeting, the Staten Island BCCC meeting, and the CWA Local 1180 General Membership meeting.

Members-at-Large Reports

Debra Paylor reported the following activities: May 10, Women's Committee; May 15, Sandra Sheared retirement party; May 16, CLUW meeting; May 17, CLC event; May 18, General Membership Meeting; May 19, CLC Meeting and CWA Minority Caucus meeting; and May 24, CWA Minority Caucus meeting. Additionally, she announced that she and Hazel O. Worley are currently attending the 51st CBTU Convention until May 30, 2022.

Hazel O. Worley discussed the pros and cons of hosting Family Fun Day at Holiday Hills in the fall. Due to COVID-19 pandemic concerns, she recommended we wait until next year. A motion was duly made, seconded, and carried to hold off until 2023. Additionally, she announced the CWA 1180 Summer Camp applications will be accepted until June 24, 2022.

Rosario Roman announced HPD Shop Stewards continue holding on-site meetings that are going well.

Denise Gilliam announced that the Women's Committee is looking to host the Pink & White Affair in August to kick off the Breast Cancer Awareness Fundraiser.

Helen S. Jarrett attended the following: PHERN Monthly Call, CLUW meeting, Bronx, Brooklyn, Staten Island, & Queens Borough Committees. Women's Committee, May General Membership, NYCCLC Delegates meeting, and May Executive Board Meeting.

Next meeting date of the Executive Board is scheduled for June 30, 2022.

Motion was duly made, seconded, and carried to adjourn at 8:37 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

June 30, 2022

Meeting called to order at 6:55 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;

Members-At-Large

Teesha Foreman, Ranston Foster, Helen S. Jarrett, Debra Paylor, Rosario Roman, Hazel O. Worley

Absent

Members-At-Large Venus Colon Williams, Denise Gilliam, and Gregory Smith, Recording Secretary Lourdes Acevedo

President's Report

Minutes of the May 26, 2022, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

Presentation was given by representatives from Winston-Voluntary Insurance Program. They are requesting approval from the Executive Board to enroll CWA Local 1180 members in their VIP program. Motion was duly made, seconded, and carried to approve Winston in addition to M3 Technology.

President Middleton announced that 1st Vice President Georgina (Gina) Strickland is retiring effective today, June 30, 2022. President Middleton expressed deep appreciation for all the work Gina has done, her commitment to her local, her friendship, and her commitment to the members of CWA Local 1180. The entire Executive Board also expressed well wishes to Gina on her retirement.

As per the bylaws, 2nd Vice President Gerald Brown will become the 1st Vice President as of July 1, 2022. The 2nd Vice President's position is open.

President Middleton recommended Teesha Foreman, Member-At-Large, to be appointed to the position of 2nd Vice President as of July 1, 2022. A motion was duly made, seconded, and carried to appoint Teesha Foreman as the 2nd Vice President as of July 1, 2022.

There is now a vacancy for Member-At-Large. The Executive Board discussed recommendations for the position and will vote at the next Executive Board meeting.

President Middleton discussed the Medicare Advantage plan. The case is still pending. Municipal Labor Council still trying to make a deal. There will not be any collective bargaining until Health care issues are resolved.

President Middleton discussed the H+H Assistant Directors third bargaining meeting. There will be another H+H Assistant Directors meeting for members in the near future.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting held on May 26, 2022.

June 1 — Participated in the DDC Safety & Health Committee Meeting.

June 2-8 — Attended the American Alliance Conference.

June 9 — Participated in the Mount Sinai Selikoff Centers Advisory Board Meeting.

June 10 — Facilitated the CWA Local 1180 Meet & Greet. That afternoon, she participated in the CWA District 1 Delegates Meeting.

June 12-15 — Attended the CWA National Presidents Meeting.

June 17 — Participated in a conference call with Barrack Investigation.

June 21 — Participated in the RingCentral Links meeting; later that day she conducted a Presidents' meeting.

June 22 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the Local 1180 weekly staff meeting.

June 23 — Participated in the Assistant Directors' Bargaining meeting. Later that day, she chaired the Weekly Trustees' meeting.

June 27 — Participated in the MLC Steering Committee Meeting, followed by the 6H Microsoft Teams Meeting. Lastly, she participated in the Exam Prep Proposal Status meeting.

June 28 — Participated in the Diversity Committee Meeting and in a discussion of Financial Performance Penalty Amount.

June 29 — Participated in the MLC general membership meeting; chaired the weekly communications meeting, and chaired the weekly staff meeting.

June 30 — Chaired the weekly Trustee's meeting. That evening, she chaired the Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated June 1, 2022, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the June 29, 2022, 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 expressed her sincere gratitude to all CWA Local 1180 staff and members. She stated that she will miss everyone tremendously.

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

Second Vice President's Report

Second Vice President Gerald Brown reported that he was pleased to announce that all candidates endorsed by Local 1180 were elected during the last primary election.

A discussion was held regarding candidates for endorsement for NYS Senate primary races. Motion was duly made, seconded, and carried to endorse the candidates.

District	Candidate
10	James Saunders
11	Toby Ann Stavisky
12	Michael Gianaris
13	Jessica Ramos
14	Leroy Comrie
15	Joseph Addabbo
16	John Liu
18	Roxanne Persaud
20	Zellnor Myrie
21	Kevin Parker
25	Jabari Brisport
26	Andrew Gounardes
27	Brian Kavanagh
28	Liz Krueger
29	Jose Serrano
30	Cordell Cleare
31	Robert Jackson
32	Luis Sepulveda
33	Gustavo Rivera
35	Andrea Stewart Cousins
36	Jamaal Bailey
59	Elizabeth Crowley

Second Vice President Brown reminded everyone that the second NY Primary will be on Aug. 23, 2022, and that early voting will be from Monday, Aug. 13, 2022, until Sunday, Aug. 21, 2022.

He also reminded everyone to RSVP for Gina's Retirement Celebration on Thursday, July 28.

With no further business, a motion was duly made, seconded, and carried to accept the 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 May 2022. She advised that the T.D. checking account has a balance of \$976,362.22 as of C.O.B. June 30, 2022.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

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

May 2022

New Member Enrollments.....	25
New Retirements.....	45
Deceased.....	6
Total active members.....	8,082
Total retired members.....	6,724

Blair-Batte announced she had to reschedule the meeting on how to better navigate RingCentral for Wednesday, Aug.17, 2022, for all committee chairs, co-chairs, secretaries, co-secretaries and facilitators.

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call 212.226.6565 or e-mail staffrepervices@cwa1180.org and someone will get back to them.

With no further business, a motion was duly made, seconded, and carried to accept the Secretary-Treasurer's Report.

Members-At-Large Reports

Supervisor of Staff Representatives Teesha Foreman reported on the Staff Representative May 2022 Monthly Activity Report. She also reported that she is working on the Shop Steward Conference. Save the date was already sent out to all Board Members and Shop Stewards who have been selected to attend. She is requesting jacket sizes from everyone as soon as possible. We are expected to arrive on Thursday, Sept. 29, 2022. The Shop Stewards will be arriving on Friday, Sept. 30.

Motion was duly made, seconded, and accepted to accept Teesha Foreman's report.

Debra Paylor announced she participated in the following: June 13-16, CWA National Legislative Conference; June 16, CLC Delegates Meeting; June 21, Borough of Manhattan Community Committee meeting; June 27, CLUW General Membership meeting; June 29, Joint Labor Management Meeting, NYS Senator Brad Holyman fund raiser event, and National CLUW Emergency meeting regarding *Roe v. Wade* decision.

Hazel O. Worley thanked the Executive Board members who attended her event on June 7. She discussed the challenges regarding the Summer Day Camp program. She reported that there is still a need for a Secretary for the Brooklyn Committee.

Rosario Roman announced the HPD Shop Stewards continue holding on-site meetings that are going well.

Helen S. Jarrett attended the following: Preparing for The Unexpected-The Keys to Public Speaking Confidence; Virtual Bronx Borough Committee; Legislative Political Action Team Call; Honoring Hazel Worley; An Evening with Queens District Attorney Melinda Katz; PHEW Working Group; CWA National Legislative Conference; Labor Notes 2022 Conference; State Comptroller Tom Dinapoli and Senator Brad Hoylman fundraisers; and June's Executive Board Meeting.

Ranston Foster reported he assisted a Shop Steward at Metropolitan Hospital with an ongoing issue.

Next meeting date of the Executive Board is scheduled for July 26, 2022.

Motion was duly made, seconded, and carried to adjourn at 8:55 p.m.

Respectfully submitted,

Debra Paylor
Member-at-Large

July 26, 2022

Meeting called to order at 6:22 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

Teesha Foreman, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, Hazel O. Worley

Absent

Member-At-Large Ranston Foster

President's Report

President Middleton called the meeting to order at 6:22 p.m.

Minutes of the June 30, 2022, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

As discussed at the last meeting, per the bylaws, the Executive Board must vote to fill the vacant position for the unexpired portion of the term for which the original incumbent was elected. Recommendations and discussions were held for the vacant Member-At-Large position. Motion was duly made, seconded, and carried to elect Amica Benjamin for the unexpired portion of the term.

President Middleton discussed the Medicare Advantage Plan. The New York City Municipal Labor Committee is still trying to make a deal. DC 37 collective bargaining contract negotiations will commence once health care issues are resolved.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting on June 30, 2022.

July 6 — Participated in the Department of Environmental Protection Zoom meeting regarding Asbestos Containing Materials at Lefrak City Offices. That afternoon, she chaired the weekly Communications meeting with Marci Rosenblum. Later that day, she chaired the CWA Local 1180 weekly staff meeting. Lastly, she chaired the Administrative Manager Arbitration Logistics meeting.

July 11 — Facilitated the Private Sector Mobilization SIF meeting. That evening, she attended a fundraiser for Adrienne Adams, Speaker of the New York City Council.

July 13 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, she chaired the Local 1180 weekly staff meeting.

July 14 — Participated in the KRONOS/Payroll update with NYCTA.

July 19 — Chaired CWA Local 1180 Second Quarter Board of Trustee's meeting.

July 20 — Participated in the AFL-CIO COPE Day Fundraiser.

July 21 — Participated in the CWA National Executive Board meeting.

July 25 — Participated in the CWA Private Sector Bargaining discussions.

July 27 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, she chaired the CWA Local 1180 weekly staff meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated July 1, 2022, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the July 26, 2022, 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 Gerald Brown held a discussion regarding candidates for Senate and Congressional endorsements.

Motion was duly made, seconded, and carried to endorse the candidates listed below:

Senate District

- 34 Natalia Fernandez
- 23 Jessica Scarcella-Spanron

House of Representatives District

- 11 Max Rose

Brown reminded everyone that the NY Primary will be on Aug. 23, 2022, and that early voting will be from Monday, Aug. 13, 2022, until Sunday, Aug. 21, 2022.

Brown announced the Administrative Manager Exam held in June 2021 list was made public two weeks ago.

With no further business, a motion was duly made, seconded, and carried to accept the Vice President's report.

Second Vice President's Report

Second Vice President Teesha Foreman reported that the Office of Labor Relations rejected 37 Administrative Manager Appeals. They will be forwarded for Expedited Arbitration.

Foreman announced preparations for the upcoming shop Steward Conference are on track. She announced the 53rd African-American

Day Parade will be held Sept. 18, 2022. Lastly, she reported provided the June 2022 Staff Representative Activity Report.

Secretary Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for June 2022. She advised that the T.D. checking account has a balance of \$1,040,851.25 as of C.O.B. July 26, 2022.

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

June 2022

New Member Enrollments.....	26
New Retirements.....	1
Deceased.....	10
Total active members.....	8,092
Total retired members.....	6,734

Blair-Batte reported the CWA 2022 Human Rights Conference will be Aug. 8-10, 2022. "Where There's Injustice, You Will Find Us!" is this year's theme.

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call 212.226.6565 or e-mail staffrepervices@cwa1180.org and someone will get back to them.

With no further business, a motion was duly made, seconded, and carried to accept the Secretary-Treasurer's Report.

Recording Secretary Report

Recording Secretary Lourdes Acevedo continues participating in the CWA Local 1180 Trustee meeting. Additionally, she contributes to the committee meetings.

Members-at-Large Reports

Helen S. Jarrett attended the following: Senators Jessica Ramos and Andrew Gounardes' event; Swearing-In ceremony of First Vice President Gerald Brown and Second Vice President Teesha Foreman; Phone banking for Tom Perez, Candidate for Governor of Maryland; Get Out the Vote Meeting (GOTV); CWA 1102 Annual Scholarship; A.P.R.I. Educational Conference; Legislative Political Action Team Call; PHEW Working Group; and July's Executive Board Meeting.

Next meeting date of the Executive Board is to be determined.

Motion was duly made, seconded, and carried to adjourn at 7:55 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary



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Shop Steward Retirement

CHERYLYN ALLEN-FREEMAN



Shop Steward Cherylyn Allen-Freeman (Administrative Manager, HPD) retired on June 2, 2022, after 34 years working for the City of New York. At a retirement party held in her honor on Sept. 15, Staff Representative Desiree Waters (pictured at left) presented Allen-Freeman with a plaque from Local 1180 thanking her for her dedication as a Shop Steward.

With a college degree from Bronx Community College and Queens College, Allen-Freeman used her education to further her career with the City while also contributing her services to CWA Local 1180.

As an employee with the Department of Housing Preservation and Development, she was a Senior Violations Coordinator, diligently assisting in the resolution of building violations in city-owned properties. Additionally, she worked as Administrator to the Assistant Commissioner in the Division of Co-Op Readiness and Technical Services.

In 2006, Allen-Freeman took on the critical role of a union Shop Steward, serving HPD union members for 16 years.

"Working as a Shop Steward has been a rewarding opportunity. I always enjoyed the work I did, helping our members and sharing vital information and more importantly, providing assistance in times of distress," she said. "When I joined this union 22 years ago, I had no idea that it would be a life-changing experience. CWA 1180 works hard to provide members decent raises, affordable health care, job security, and a healthy working environment. When I began to attend Local 1180 membership meetings, I knew I wanted to be part of this great union. I realize we can accomplish more when we work together. I thank Local 1180 for allowing me to be a part of its history."

Now that she's retired, Allen-Freeman has time for her hobbies, including crafting, crocheting, and reading. She also plans to continue the call of duty supporting her union as a retiree as she looks forward to her next chapter and journey in life. ■



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- **ADVANCE NOTIFICATION** of union meetings, webinars, special events, and more
- **PRIORITY REGISTRATION** to limited-seating events
- **EARLY ACCESS** to breaking news, important updates, and all things union-related

Be sure to **ENABLE PUSH NOTIFICATIONS** so you know when we send an announcement.

When signing up, **CHECK ALL THE TAGS** that apply to you so your push notifications are targeted.

COMMITTEES

Civil Rights & Equity/Community Service Committee

Hazel O. Worley, Chair

hworley@cwa1180.org

Meeting: 3rd Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair

mrosenblum@cwa1180.org

Education Committee

Meeting: 2nd Monday of each month

Chair and email to be announced

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, Chair

vjordan@health.nyc.gov

Women's Committee

Denise Gilliam, Chair

dgilliam@cwa1180.org

Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Zenola Fields, Chair

1mszfields@gmail.com

Brooklyn BCCC

Ingrid Brown-Lewis, Chair

ingrideb.lewis66@gmail.com

Manhattan BCCC

Patti Jacobs, Chair

manhattanbcc1@gmail.com

Queens BCCC

Elaine Blair, Chair

eilblair5@gmail.com

Staten Island BCCC

Rosario Roman, Chair

rroman@cwa1180.org

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

BENEFITS UPDATE

Open enrollment for the 2023 Dental Plan is from Monday, Oct. 3 through Wednesday, Nov. 30, 2022. Plan option information is located on the Local 1180 website resources page at cwa1180.org/resources. This is the only time that members and retirees can switch their Dental Plan option.



DCAS: AN ALTERNATE TO IN-PERSON APPOINTMENTS

24/7 Automated info on exams and eligible lists
[212.669.1357](tel:212.669.1357)

Appeal-related inquiries
LMAAppealsUnit@dcas.nyc.gov

Citywide Hiring Pool inquiries
CWHP@dcas.nyc.gov

Eligible list and status Inquiries
IMACustomerService@dcas.nyc.gov

Eligibility, performance, and Seniority inquiries
eligibilityandseniorityunit@dcas.nyc.gov

Special Military list inquiries
specialmilitary@dcas.nyc.gov

Exam applications, payments & fee waiver inquiries
OASys@dcas.nyc.gov

Make-up/alternate event date inquiries
TestingAccommodations@dcas.nyc.gov

Investigation-related inquiries
DCASinvestigations@dcas.nyc.gov

Fingerprint-related inquiries
DASFingerprints@dcas.nyc.gov

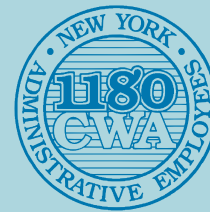
IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Janice Bailey	DOT	5/17/2022
Rebecca Binaoro	HRA	7/24/2022
Serena Blake	DCAS	5/11/2022
Theresa Cimino	DOHMH	5/15/2022
Barbara Cobb	HRA	7/4/2022
Rosario Contino	Dept of Education	5/9/2022
Gabriel Cruz	NYC Transit Authority	5/25/2022
Joan Daughtry Thomas	NYC Housing Authority	8/5/2022
Joyce Donnarumma	FDNY	7/8/2022
Dolores Esposito	Health and Hospitals Corp.	5/27/2022
Dennis Galanakis	Health and Hospitals Corp.	8/2/2022
Eleanor Harris	HRA	7/16/2022
Cynthia Hunt	NYC Transit Authority	5/8/2022
Catherine Jackson	HRA	7/17/2022
Josephine LoPresti	HRA	8/5/2022
Pearl Martin	Dept. of City Planning	5/28/2022
Eva McDowell	Dept. of Finance	5/29/2022
Anna Mihailovic	Dept. of Finance	6/8/2022
Vanessa Peterson	HRA	5/23/2022
Tatyana Rammairone	Health+Hospitals Corp.	7/11/2022
Cecilia Rivera	Health+Hospitals Corp.	5/3/2022
Derrick Roberts	HRA	6/21/2022
John Saggese	Brooklyn Borough President	7/2/2022
Crystal Simmonds	Health+Hospitals Corp.	7/20/2022
Dolores Sobel	Mayoral Agency	6/9/2022
Yolanda Tomasulo	Health+Hospitals Corp.	7/21/2022
Gertrude Torres	Dept. of Probation	8/20/2022
Ira Valfer	HRA	7/20/2022
Lucille Ware	HPD	6/12/2022
Mary Williams	NYPD	7/3/2022
Yvonne Williams	Dept. of Finance	5/1/2022

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New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
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Security Benefits for Active and Retiree Members:
212.966.5353

Claim Forms Hotline: 212.925.1091

Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882

Retiree Benefits: 888.966.5353

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RETIREE REPORT

Retirees Meet AGAIN

for First In-Person Gathering Post-Pandemic



Almost two dozen retirees joined the Retiree Division staff for lunch and a movie on Sept. 14 — the first in-person gathering since before the pandemic.

“It was great to finally meet in person rather than only seeing each other on RingCentral,” said **Suzanne Beatty, Retiree Division Director**. “Everyone who attended had a great time, enjoying both the lunch and the show.”

The day started at Patrizia’s restaurant in Kips Bay on the east side of Manhattan. Retirees got to choose from a menu of more than 55 items of specialties that included chicken cordon bleu and eggplant Parmesan. Dessert options included tartufo, cannolis, cheesecake, and tiramisu. After lunch, retirees took a short stroll down the block to the Kips Bay Cinemas to see the newly released feature film *Bullet Train* starring Brad Pitt. It was a fun afternoon for everyone.

The Retiree Division has many other exciting plans in the works. All information is sent out via email to those with email addresses on file. Check the Local 1180 website’s Retiree Division section frequently for all the latest information. Retirees can also call the Retiree Division at 212.226.5800 with any questions.