

CWA LOCAL 1180 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC

# COMMUNIQUE

CWA LOCAL 1180 • RETIREE DIVISION  
“WE DO IT ALL”



## 30 Years Strong

RETIREE DIVISION CELEBRATES LEGACY  
OF CONNECTION & COMMUNITY

*Honors President Gloria Middleton & President Emeritus Arthur Cheliotas*

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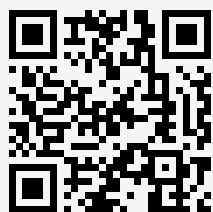
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**COVER PHOTO:** Local 1180 Retiree Division Director Suzanne Beatty and Fund Administrator Damien Arnold with 30th Anniversary Honorees President Gloria Middleton and President Emeritus Arthur Cheliotos.

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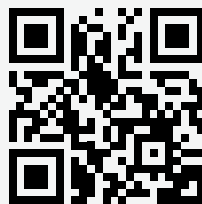
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**Check the Local 1180 website [cwa1180.org](http://cwa1180.org) for monthly meeting information, which is also emailed weekly to personal emails on file with the union.**

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Representative?  
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## RETIREE DIVISION

Security Benefits for Retired 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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### CWA Local 1180 Security Benefits, Retiree Benefits, Education Benefits & Legal Benefits Funds

6 Harrison St., 3rd Floor  
New York, NY 10013-2898

Phone: 212.966.5353  
Fax: 212.219.2450  
[benefits@cwa1180.org](mailto:benefits@cwa1180.org)

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[NYC.gov/CivilServiceNowNYC](http://NYC.gov/CivilServiceNowNYC)

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### Find DCAS

#### Borough Information + Testing Centers

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Brooklyn  
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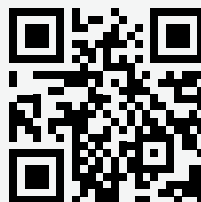
Manhattan  
2 Lafayette St., 17th Floor, New York 10007

Queens  
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Staten Island  
135 Canal St., 3rd Floor, Staten Island 10304

**DCAS Education Programs Catalogue**  
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*Catalogue updates seasonally—spring, summer, and fall.*



# COMMUNIQUE

## Official Publication

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CWA LOCAL 1180

# 30 Years STRONG

RETIREE DIVISION  
CELEBRATES  
LEGACY OF  
CONNECTION  
& COMMUNITY

The spirit of fellowship, lifelong learning, and union solidarity was on full display as 250 retirees, officers, staff, trustees, instructors, and friends gathered to celebrate the 30th anniversary of the CWA Local 1180 Retiree Division. The milestone honored the vision, leadership, and sense of community that have made the Division one of the labor movement's most admired retiree programs.

**First Vice President Gerald Brown**, serving as Master of Ceremonies, called upon **Fund Administrator Damien Arnold** to recognize **Arthur Cheliotis, founder of the Retiree Division and President Emeritus** of CWA Local 1180. Thirty years ago, Cheliotis envisioned a place where retirement would not mean leaving the union family behind, but beginning a new chapter filled with friendship, learning, travel, and continued activism.

Accepting the honor, Cheliotis reflected on the journey that began in 1996.

"When we started the Retiree Division, our goal was simple. We wanted retirees to remain connected to the union they helped build," he said. "What we created together has exceeded anything I could have imagined. This Division stands as proof that union solidarity doesn't end when your working years do."

His vision became the foundation of a program that continues to enrich the lives of thousands of retirees and their families while promoting retirement as a time for continued growth and engagement.

The Division also honored **Local 1180 President Gloria Middleton**, who has continued that legacy through her

commitment to retirees and her efforts to strengthen programs, services, and protections for the benefits members spent decades earning.

**Second Vice President Teesha Foreman** introduced Middleton, who said, "It is truly an honor to continue the work Arthur began 30 years ago. Our retirees built this union. They fought for the wages, benefits, and protections our members enjoy today. They deserve to remain connected, informed, and supported. The Retiree Division reflects the values that make Local 1180 special—community, compassion, and a commitment to taking care of one another. I am proud of what we have accomplished together and excited about what the future holds."

The celebration also paid tribute to Barbara Bailey, the first employee and visionary of the Retiree Division. Instrumental in establishing the program during its formative years, she shared the belief that retirement should never mean losing one's connection to the union family. Her legacy continues to be felt in the countless lives touched by the Division.

Staff, instructors, benefit professionals, trustees, Staff Representatives, and community partners were also recognized for their dedication and service to retirees.

Perhaps the most moving moments came from the retirees themselves. Through stories and reflections, members recalled friendships formed, classes attended, trips enjoyed, and the many ways the Division has enriched their lives. Their stories underscored that the Division's greatest achievement is not measured by the number of programs it offers, but by the sense of belonging and community it creates.

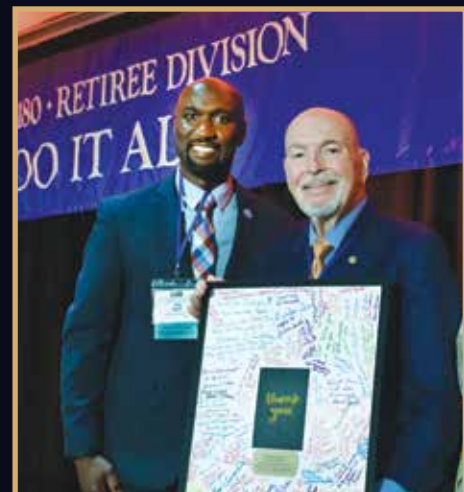
As part of the ceremony, retirees joined in a special pledge affirming their commitment to lifelong learning, personal well-being, meaningful relationships, and embracing retirement as a time of continued growth and opportunity.

The festivities reflected the joy and camaraderie that have defined the Division for three decades. Guests received engraved 30th Anniversary stemless wine glasses, commemorative bottles of sparkling cider, and embroidered anniversary caps as keepsakes. Attendees also enjoyed the event's signature beverage, the "*Berry Happy RetireMint*," and each guest received a \$10 coupon toward a future Retiree Division event, reinforcing the commitment to continued fellowship and engagement.

As the afternoon concluded with a toast celebrating 30 years of leadership, friendship, advocacy, and service, there was a palpable sense of gratitude throughout the room. Together, generations of retirees, officers, staff, trustees, and supporters have built a program that is widely respected and admired.

Thirty years after its founding, the Retiree Division remains true to the vision that inspired it: supporting, connecting, empowering, and advocating for the retirees who helped build Local 1180 and continue to strengthen it today.

Judging by the smiles, laughter, and stories shared among the 250 guests who gathered to celebrate this milestone, the next chapter promises to be every bit as meaningful as the first.



SCAN FOR FULL GALLERY



*Honoring a Trailblazer*

GLORIA MIDDLETON CELEBRATED BY

ELEANOR'S  
LEGACY 25 YEARS



President Gloria Middleton with Secretary-Treasurer Robin Blair-Batte

SCAN CODE TO VIEW FULL GALLERY



**CWA Local 1180 President Gloria Middleton** was recently honored by Eleanor's Legacy, a statewide organization dedicated to recruiting, training, and supporting women seeking elected office throughout New York State.

Middleton received the recognition during a special event celebrating women whose leadership, advocacy, and commitment to public service have helped create opportunities for others and strengthen communities across New York. The honor recognized her decades of service as a labor leader, advocate for working families, and champion for women in leadership.

Founded in 2001 and named in honor of Eleanor Roosevelt, Eleanor's Legacy works to increase women's representation in government by providing training, mentorship, resources, and support to women pursuing public office. The organization has helped prepare and empower hundreds of women leaders across New York State, carrying forward Roosevelt's belief that leadership should serve the people and expand opportunity for all.

In her remarks, Middleton spoke candidly about her introduction to the organization and the impact that learning more about Eleanor Roosevelt had on her.

"When I first received the call inviting me to be part of this organization, I didn't say yes right away," Middleton told attendees. "Not because I wasn't interested but because I didn't feel like I knew enough about the organization. If I'm going to commit to something that represents women's leadership and political power, I want to understand it fully."

After researching both the organization and Roosevelt's legacy, Middleton said she came to view the invitation as something much larger than simply joining another organization.

"The more I learned, the clearer it became: this wasn't just an invitation to join Eleanor's Legacy. It was a responsibility," she said. "Eleanor Roosevelt didn't just hold a title; she redefined what leadership looks like. She used her voice when women weren't expected to. She stood up for working people, for civil rights, for dignity on the job and in life. And she didn't do it quietly."

Middleton connected Roosevelt's advocacy to the broader history of women breaking barriers in government and labor, including Frances Perkins, the nation's first female cabinet secretary, whose work helped establish many of the worker protections that unions continue to defend today.

"That history matters because it reminds us that progress doesn't just happen. It's pushed forward by people who are willing to step up, speak out, and sometimes step into rooms where they weren't expected to be," she said.

Those words resonate with Middleton's own journey. As the first woman and first African American elected president of CWA Local 1180, she has spent years advocating for public employees, advancing pay equity, and creating opportunities for future generations of labor leaders.

"I am proud to serve as the first woman, and the first African American, to lead CWA Local 1180," Middleton said. "Being a first is not just a title. It comes with pressure. It comes with expectations and it comes with a deep understanding that you are not just there for yourself; you are there for everyone who comes after you."

She also highlighted the critical role women play in the labor movement and in public service. Local 1180 represents thousands of public sector workers, many of

them women, whose work keeps New York City running every day.

"In the labor movement, and especially in leadership, women have had to fight to be heard, to be respected, and to be taken seriously," Middleton said. "And even today, we are still pushing for equity, whether it's fair pay, opportunities for advancement, or simply having our voices valued at the table."

Middleton praised Eleanor's Legacy for helping develop the next generation of women leaders and stressed that the work of building leadership pipelines remains essential.

"We don't just open doors. We hold them open for the next woman coming behind us," she said. "That's what organizations like Eleanor's Legacy are all about, building that pipeline, preparing women not just to participate, but to lead."

Looking at the growing number of women serving in elected office throughout New York, Middleton noted that progress is the result of years of organizing, mentorship, and advocacy.

"You have Kathy Hochul as Governor, Letitia James as Attorney General, and Andrea Stewart-Cousins leading the State Senate," Middleton said. "That doesn't happen by accident. That happens because organizations like Eleanor's Legacy, and unions like CWA Local 1180, are doing the work early. We're identifying strong women. We're encouraging them to step forward. We're supporting them, training them, and standing with them."

Middleton concluded by expressing gratitude for the honor and reaffirming her commitment to the organization's mission.

"Being part of this work means being part of something bigger than yourself," she said. "It means continuing a legacy that was built on courage, conviction, and a belief that government, and leadership, should serve the people. That's a legacy worth fighting for. And it's one we all have a role in carrying forward."

For Local 1180 members, Middleton's recognition by Eleanor's Legacy reflects not only her personal achievements but also the union's longstanding commitment to empowering women, advancing equity, and ensuring that diverse voices are represented wherever decisions affecting working people are made.



**President Gloria Middleton Pictured With:**

- 1- Gov. Kathy Hochul, 2- NYC Council Speaker Julie Menin 3 - Son Quincy and Grandson Michael 4 - Grandson Michael
- 5 - Local 1180 Officers, Executive Board members, and staff 6 - Former U.S. Secretary of State Hillary Clinton, 7- NYS Comptroller Tom DiNapoli, 8- NYS Attorney General Letitia James

## Local 1180 Participates in Denim Day 2026



Local 1180 officers, staff, and members proudly participated in Denim Day 2026, wearing denim in solidarity with survivors of sexual violence and to help raise awareness about the harmful myths and victim-blaming that too often surround sexual assault.

Observed annually during Sexual Assault Awareness Month, Denim Day began as an international movement in response to a 1990s court ruling in Italy that overturned a rape conviction based on the argument that the victim's tight jeans implied consent. The global campaign serves as a powerful reminder that clothing is never an invitation and that survivors deserve support, dignity, and justice.

By participating in Denim Day, Local 1180 reaffirmed its commitment to standing against sexual violence and supporting survivors both in the workplace and in our communities.

"Denim Day is about more than what we wear, it's about what we stand for," said Local 1180 Second Vice President Teesha Foreman. "As union

members, we believe in dignity, respect, and safety for every person. We wear denim to send a clear message that there is never an excuse for sexual violence, never a place for victim-blaming, and always a need to stand with survivors."

Foreman said labor unions have an important role to play in fostering safe and respectful workplaces where members feel supported and empowered to speak out.

"Solidarity means showing up for one another not just in contract fights or workplace issues, but in the broader fight for justice and human dignity," she said. "Denim Day is one way we show survivors that they are seen, heard, and never alone."

Through their participation, Local 1180 members once again demonstrated that solidarity extends beyond the workplace and into the causes that impact the lives and well-being of working people everywhere.



# Protecting Your Job While You Recover

## FMLA and Short-Term Disability

A serious medical condition can turn your life upside down in an instant. Beyond the health concerns, many Local 1180 members are left asking urgent questions: *How do I protect my job? Will I still have income? What happens to my health insurance while I recover?*

The good news is that the law, your union contract, and your union may provide important protections to help you through that difficult time.

**Every Local 1180 member is covered by a union contract**, and your Collective Bargaining Agreement (CBA) is often the first place you should look. Many of our contracts provide protections that go beyond what federal law requires, including disability benefits, paid leave options, extended health insurance coverage, return-to-work protections, and enforceable rights through the grievance and arbitration process.

Generally, the Family and Medical Leave Act (FMLA) allows eligible employees to take up to 12 weeks of unpaid, job-protected leave when they are unable to work due to their own serious health condition. To qualify for federal FMLA protections, an employee generally must work for a covered employer, have been employed for at least 12 months, have worked at least 1,250 hours during the previous 12 months, and work at a location where the employer employs at least 50 employees within a 75-mile radius.

Public employers are generally covered regardless of size. However, for Local 1180 members, it is important to understand that many of our CBAs provide leave protections even when an employee may not technically qualify under federal FMLA rules. That is why reviewing your contract and speaking with your union representative is so important.

For many workers, however, the biggest concern is not just job protection, it is income. Federal FMLA generally provides unpaid leave, but unpaid leave does not always mean going without income.

Many Local 1180 private sector and non-profit members may qualify for state disability benefits or paid medical leave programs that provide partial wage replacement while they are medically unable to work. In New York, for example, employees may qualify for [Disability Benefits Law](#) (DBL) coverage for their own off-the-job illness, injury, pregnancy-related condition, or medical recovery. In New Jersey, workers may qualify for [Temporary Disability Insurance](#) (TDI). California's [State Disability Insurance](#) (SDI) program and Washington, D.C.'s [Paid Family Leave](#) program also provide wage replacement protections for employees dealing with their own serious medical conditions.

Importantly, many of our private sector and non-profit agreements include wage replacement protections that require the employer to cover the difference between the state-paid benefit and employees' wages, in some cases bringing compensation up to 100% of salary. Depending on the agreement, this coverage may last anywhere from 45 to 180 days. This

is exactly why organizing and fighting for strong union contracts matters. Many of these protections exist because workers collectively bargained for benefits that go beyond the legal minimum.

For our public sector members, disability income protection may also be available through union-administered disability benefits funded through Welfare Fund contributions. Members who may need disability benefits should contact their Staff Representative or the Welfare Fund Office to discuss eligibility, application procedures, and available coverage. In many cases, these benefits can provide critical financial support during periods when an employee is unable to work due to a medical condition.

Health insurance continuation is often one of the biggest concerns during an extended medical leave. Under FMLA, employers generally must continue health insurance coverage during the protected leave period under the same terms as if the employee were actively working. Many state leave laws provide similar protections. However, many Local 1180 contracts go even further. Some private sector agreements provide continued health insurance coverage for longer periods, so long as the employee remains on an approved leave status. Members should carefully review their CBA language regarding health insurance continuation, leave status, and benefit eligibility.

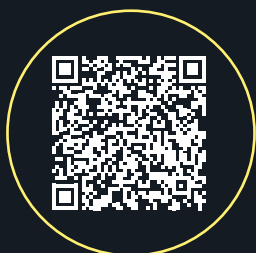
For public sector workers in New York City, SLOAC (Special Leave of Absence Coverage) may become important once available leave balances or payroll status are exhausted. SLOAC may allow eligible employees to maintain health insurance coverage for an additional four months, but members should review the rules carefully and consult with their union representative regarding eligibility and timing.

Employees should also remember that notice and documentation requirements matter. Employers may require medical certification for FMLA leave, and employees generally must comply with reasonable documentation requirements and workplace procedures. At the same time, employers cannot use medical leave as a pretext for discrimination, retaliation, or attempts to push employees out of the workplace because of a disability or medical condition.

If you are facing a serious medical issue, do not wait until the situation becomes a crisis. Review your contract. Keep records. Put requests in writing. Ask questions early about disability benefits, health insurance continuation, and protected leave options. Most importantly, involve your union as soon as possible.

Your health should come first. The law, your union contract, and your union are there to help protect your job, your income, your benefits, and your dignity while you recover.

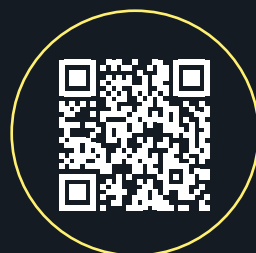
### Disability Benefits Law



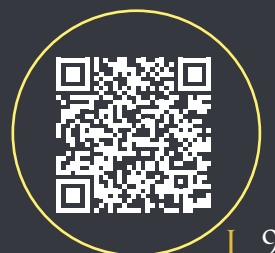
### Temporary Disability Insurance



### State Disability Insurance



### Paid Family Leave





# THE BILLION-DOLLAR FIGHT AGAINST WORKERS' VOICES

A new report is pulling back the curtain on just how far some private-sector employers will go to stop workers from organizing. According to a new analysis from the Economic Policy Institute and LaborLab, U.S. employers spend an estimated \$1.7 billion each year on union-avoidance consultants and anti-union law firms—an enormous investment aimed at discouraging workers from exercising their right to organize and bargain collectively.

For **CWA Local 1180 President Gloria Middleton**, the findings are troubling but not surprising.

“Working people should never have to fight this hard just to have a voice on the job,” Middleton said. “The fact that some employers are willing to spend enormous sums to silence workers instead of investing that money in fair wages, decent benefits, and better workplaces says everything.”

While Local 1180 represents about 8,000 public sector workers, the union also represents 1,000+ members in nonprofit and private sector workplaces where anti-union campaigns can be especially aggressive. In many organizing drives, employers hire so-called “union avoidance” consultants to run sophisticated campaigns designed to discourage workers from supporting a union. These efforts often include mandatory anti-union meetings during work hours, one-on-one pressure from supervisors, misleading messaging about union dues or contract negotiations, and drawn-out legal tactics intended to delay elections or first contracts.

Even when workers successfully vote to unionize, the fight is often far from over. Some employers drag out bargaining for months, or even

years, in hopes of weakening worker momentum and discouraging support for the union.

“Too often, workers in nonprofit and private sector settings are told there’s no money for raises, no resources for better benefits, or no flexibility to improve working conditions,” Middleton said. “Yet somehow, there always seems to be money available to hire consultants and attorneys whose only job is to undermine workers’ rights. That’s unacceptable.”

Union-busting tactics can be especially harmful in nonprofit workplaces, where employees are often deeply committed to the mission of the organization and may feel pressure not to rock the boat. Workers who dedicate themselves to serving vulnerable communities should not be made to feel guilty for seeking fair pay, manageable workloads, or a voice in workplace decisions.

The report also highlights how existing labor laws often fail to meaningfully deter employer misconduct. Penalties for violating workers’ organizing rights are frequently minimal, making unlawful behavior a calculated business expense rather than a real deterrent.

For Middleton and Local 1180, the lesson is clear: unions remain as necessary as ever.

“Whether you work in the public sector, a nonprofit, or private industry, every worker deserves respect, fairness, and the ability to stand together without intimidation,” Middleton said. “When employers spend this much trying to stop workers from organizing, it only proves how powerful unions truly are.”

**“The fact that some employers are willing to spend enormous sums to silence workers instead of investing that money in fair wages, decent benefits, and better workplaces says everything.”**



## GLORIA MIDDLETON

### Our Voice. Our Vote. Our Future.

As we settle into summer and spend time with family and friends, I want to focus on something that will have a lasting impact on our jobs, our families, and our future—the November elections. For union members, elections are never just about politics. They are about our livelihoods. Every benefit, protection, and right we enjoy as working people exists because someone fought for it. The eight-hour workday, overtime pay, paid leave, workplace safety protections, pensions, health care benefits, collective bargaining rights, and retirement security were not simply handed to workers. They were won through decades of organizing, activism, and political engagement.

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**This is not the time for complacency. This is the time to get involved, to take action, to work with your union, your coworkers, and your friends to fight for what we've won and to continue making strides.**

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The same is true of many of the freedoms and opportunities we enjoy as Americans. The Civil Rights Movement was about much more than ending segregation. It was about ensuring that every person had the opportunity to participate fully in our democracy and our economy. The movement led to protections against discrimination in employment, housing, education, and voting. It helped open doors that had been closed to women, people of color, and countless others who were denied equal opportunity.

Many of us lived through a time when opportunities were not available equally to everyone. In fact, in some ways, we still are.

Others may find it hard to imagine that someone could be denied a job, a promotion, housing, or even the right to vote because of who they were. Yet, that was the reality for millions of Americans. The progress made during the Civil Rights era changed lives and transformed our country. It also strengthened the labor movement by helping ensure that workplace opportunities and protections extended to more workers.

The labor movement and the Civil Rights Movement have always been connected. Dr. Martin Luther King Jr. understood that economic justice and civil rights go hand in hand. His final campaign was supporting striking sanitation workers in Memphis because he believed that every worker deserved dignity, respect, and a fair opportunity to provide for their family.

Today, many of those hard-fought gains are under pressure.

Across the country, we still see attacks on unions, collective bargaining, workplace protections, and retirement security. Anti-labor politicians want to weaken unions because they understand that organized workers are one of the strongest voices advocating for fair wages, safe working conditions, quality public services, and economic opportunity.

For public sector workers, these attacks can mean staffing shortages, increased workloads, delayed contracts, reduced resources, and threats to benefits and pensions.

For working families, they can mean lower wages, fewer protections, and greater economic inequality. History has repeatedly shown that when unions are weakened, working people pay the price.

The stakes extend beyond labor issues as well, with challenges to voting rights, efforts to limit access to the ballot box, and attempts to diminish the history of the struggles that brought us this far. That's why it's so important for us to educate not only ourselves, but our children, grandchildren, and future generations about the sacrifices made to secure the rights many of us now take for granted.

The months between now and Election Day will move quickly. While November may seem far away, the work of educating voters and building engagement starts now. Political engagement is not optional; it is one of the most important tools we have.

During the coming months, Local 1180 will be working to educate voters and support candidates who understand the importance of workers' rights, strong unions, and economic justice. We need members to step up, too, by volunteering for phone banks, distributing literature, talking to coworkers, knocking on doors, and helping ensure working people make their voices heard.

When we call on you, please answer the call. This is not the time for complacency. This is the time to get involved, to take action, to work with your union, your coworkers, and your friends to fight for what we've won and to continue making strides. Sitting back and doing nothing is not an option. Even one hour of your time will help make a difference.

The people who oppose workers' rights are organized. We must be more organized. We must show our strength, show our numbers, make our voices heard.

Local 1180 has never achieved progress by standing on the sidelines. We have always moved forward by standing together, speaking out, and taking action. The generations before us fought too hard to build these protections for us to become complacent when they are threatened.

This November, the future of working people is on the ballot yet again. We need to meet this moment with the same determination, solidarity, and commitment that have carried both the labor movement and the Civil Rights Movement forward for generations.

The right to vote was not given freely. Generations before us marched, were arrested, faced violence and intimidation, and some even gave their lives to secure that right. We owe it to their sacrifices, and to future generations, to make our voices heard. Voting is not only a right; it is a responsibility. We cannot afford to take for granted the very freedoms that those before us fought so hard to achieve.

# BEHIND THE SCENES At the Heart of the City

## Local 1180 Members Recognized at QWL Ceremonies

The New York City Office of Technology and Innovation (OTI) held its annual Employee Recognition Ceremony on April 9 for employees of the 311 Call Center at 59 Maiden Lane in Manhattan. The event recognized 23 employees for their years of service and contributions to one of the City's most important public-facing operations.

Representing Local 1180 at the ceremony was **Staff Representative Theresa Pinto**, who joined agency leadership in congratulating the honorees and thanking them for their dedication to serving New Yorkers.

"The work performed by our members at 311 has a direct impact on the lives of millions of residents every year," Pinto said. "We are proud to celebrate their accomplishments and recognize the professionalism and commitment they bring to their jobs every day."

On May 14, the New York City Department of Sanitation (DSNY) honored seven employees reaching significant service milestones during its annual recognition ceremony.

Three members attended the ceremony and were presented with commemorative plaques by DSNY in recognition of their outstanding careers.

**Staff Rep Terrence Mitchell** attended the event on behalf of the union and presented honorees with Local 1180 Certificates of Recognition.

"Our members dedicate their careers to serving the public and helping keep New York City running," Mitchell said. "Reaching milestones like 25, 35, and 40 years of service is an incredible achievement, and Local 1180 is proud to recognize and celebrate their commitment."

He also represented Local 1180 at the HRA event, along with **Secretary-Treasurer Robin Blair-Batte**.

Local 1180 congratulates all of the members honored at these ceremonies. Their years of service reflect the professionalism, dedication, and excellence that public employees bring to their work every day. The union is proud to celebrate their accomplishments and thank them for their continued service to the City of New York.



### Office of Technology and Innovation (OTI) April 9, 2026

#### 10 Years of Service

**Debbie Aberdeen**  
Principal Admin Assoc.

**Claudia Alleyne**  
Assoc. Call Center Representative

**Angelica Bisconti**  
Assoc. Call Center Representative

**Terri Clarke**  
Assoc. Call Center Representative

**Sarabenia Gustave**  
Assoc. Call Center Representative

**Nelson Hernandez-Toro**  
Assoc. Call Center Representative

**Lucianne Marchand**  
Admin Manager NM

**Dawn Metcalf**  
Assoc. Call Center Representative

**Stella Milnes**  
Assoc. Call Center Representative

**Kaila Savello**  
Admin Manager NM

**Terrell Smith**  
Assoc. Call Center Representative

**Shawanna Toure**  
Assoc. Call Center Representative

#### 15 Years of Service

**Angelique Pantoja**  
Assoc. Call Center Representative

**Jeffrey Usher**  
Assoc. Call Center Representative

#### 20 Years of Service

**Ernesto Barrera**  
Admin Manager NM

**Jennifer Bonaparte**  
Admin Manager NM

**Jeanie Cruz**  
Admin Manager NM

**Erick Gonzalez**  
Assoc. Call Center Representative

**Leigh Harkins**  
Assoc. Call Center Representative

**Christopher Hill**  
Assoc. Call Center Representative

**Eugene Mills**  
Assoc. Call Center Representative

**Stacey-Ann Robinson**  
Admin Manager NM

#### 30 Years of Service

**Nicholas Burriesci**  
Assoc. Call Center Representative

**New York City Department  
of Sanitation (DSNY)**

**May 14, 2026**

**25 Years of Service**

**Sara D. Bartlett**  
Admin Manager NM

**Evelyn Bruno**  
Admin Manager NM

**George F. Ninying**  
Principal Admin Assoc.

**35 Years of Service**

**Janie Nesbitt**  
Admin Manager NM

**Rose A. Williams**  
Admin Manager NM

**Cheri L. Wims**  
Principal Admin Assoc.

**40 Years of Service**

**Regina N. Horton**  
Principal Admin Assoc.



**HRA**

**April 17, 2026**



**25 Years of Service**

**Agatha Altifois**  
Principal Admin Assoc.

**Osadolor  
Aiwerioghene**  
Admin Job  
Opportunity Specialist

**Bridget Anyasi**  
Admin Manager NM

**Trivia Barnes**  
Computer Assoc.  
Tech Support

**Jaycelyn Bastien**  
Principal Admin Assoc.

**Rahima Begum**  
Admin Job  
Opportunity Specialist

**Tracie Bekka-Brown**  
Admin Job  
Opportunity Specialist

**Harriette Boutrin**  
Principal Admin Assoc.

**Telee Brown**  
Admin Job  
Opportunity Specialist

**Candice Carlo-Morales**  
Principal Admin Assoc.

**Rolston Clarke**  
Principal Admin Assoc.

**Abed Nego Clerge**  
Principal Admin Assoc.

**Anita D'Costa**  
Admin Job  
Opportunity Specialist

**Djints Dubuche**  
Principal Admin Assoc.

**Darnell Dukes**  
Principal Admin Assoc.

**Geraldine Fils**  
Principal Admin Assoc.

**Jonathan Ford**  
Admin Manager NM

**John Foryoh**  
Admin Job  
Opportunity Specialist

**Gildalina Garcia**  
Principal Admin Assoc.

**Jannean Geneus**  
Principal Admin Assoc.

**Jacqueline Glover**  
Principal Admin Assoc.

**James Graham**  
Computer Assoc.  
Tech Support

**Audrey Hardy**  
Principal Admin Assoc.

**Lisa Hopkins**  
Principal Admin Assoc.

**Yue Xuan Huang**  
Principal Admin Assoc.

**Alicia Hughes**  
Principal Admin Assoc.

**Shatiesha Irby**  
Principal Admin Assoc.

**Shelley Isbell**  
Principal Admin Assoc.  
(Retired)

**Kateisha Johnson**  
Principal Admin Assoc.

**Pamela Lynn**  
Principal Admin Assoc.

**Dalida Martinez**  
Principal Admin Assoc.

**Jean Meleschi**  
Principal Admin Assoc.

**Diana Mercado**  
Principal Admin Assoc.

**Eva Morales**  
Principal Admin Assoc.

**Gisela Ortiz**  
Principal Admin Assoc.

**Sharon Parker**  
Principal Admin Assoc.

**Venetia Pemberton**  
Principal Admin Assoc.

**Cherylann Pierre**  
Principal Admin Assoc.

**Ketelie Pierre**  
Admin Job  
Opportunity Specialist

**Daniella Pierre-  
Kingsley**  
Principal Admin Assoc.

**Joanne Rios-Woods**  
Principal Admin Assoc.

**Sonji Shehee**  
Computer Assoc.  
Tech Support

**Mayra Smith**  
Admin Manager NM

**Pamela Thomas-  
Cummings**  
Principal Admin Assoc.

**Dorine Tucker**  
Principal Admin Assoc.

**Laura Valentin**  
Principal Admin Assoc.

**Tumeka Watkins**  
Principal Admin Assoc.

**April Watson**  
Principal Admin Assoc.

**Michelle Whittle**  
Principal Admin Assoc.

**Monica Williams**  
Principal Admin Assoc.

# Local 1180 Members Join Thousands at Annual

# MAY DAY RALLY

CWA Local 1180 members joined thousands of workers, union activists, community organizations, and advocates from across New York City on May 1 to celebrate International Workers' Day and demonstrate the collective power of working people.

The annual May Day Rally brought together labor unions and community allies to advocate for workers' rights, economic justice, fair wages, quality public services, and protections for working families. Participants marched through Manhattan carrying signs, banners, and messages highlighting the ongoing importance of solidarity in the labor movement.

"May Day reminds us that every right workers enjoy today was won because people came together and demanded change," said **Second Vice President Teesha Foreman**. "The labor movement remains a powerful force for justice, and Local 1180 members are proud to stand alongside workers from every industry in that fight."

The event also served as an opportunity to build solidarity with workers facing challenges both locally and nationally. Speakers emphasized the need to protect collective bargaining rights, support public services, and continue advocating for policies that improve the lives of working people.

For Local 1180, participation in the May Day Rally reflects the union's long-standing commitment to activism beyond the workplace. Whether advocating

for pay equity, pension fairness, workplace protections, or economic opportunity, Local 1180 members continue to demonstrate that collective action remains one of the strongest tools workers have to create positive change.

As the rally concluded, members left energized and united, carrying forward the spirit of May Day and the ongoing work of building a stronger future for all workers. Representing Local 1180 were **Second Vice President Teesha Foreman**, **Staff Reps Stephanie Miller, Romano Jones, and Terrence Mitchell**, **Supervisor of Staff Reps Desiree Waters**, **Members-at-Large Amica Benjamin, Rosario Roman, and Shakima Ivory**, and **Prashanta O'Neal (PAA — DOHMH)**, **Rhonda Joseph (PAA — DOHMH)**, **Paula Flynn (Admin Manager — NYCHA)**, and **Marie Johnson (Coordinating Manager Level B — Lincoln Hospital Medical & Mental Health Center)**.



**SCAN FOR FULL GALLERY**



**New Steward, Big Impact** During a May 12 site visit to Jacobi Hospital, **Shop Steward Cassandra Johnson** proudly showed off her union bulletin board to Local 1180 **Second Vice President Teesha Foreman** and **Staff Representative Theresa Pinto**. Although one of Local 1180's newer Stewards, Johnson has quickly established herself as a strong advocate for her fellow members, ensuring they stay informed about union news, benefits, workplace issues, and opportunities for involvement. Her enthusiasm, dedication, and commitment to member engagement have made an immediate impact at Jacobi, demonstrating the important role Shop Stewards play in keeping members connected to their union.

**Saluting a Labor Champion** Local 1180 officers and Executive Board members recently attended the New York City Central Labor Council's annual awards event, which this year paid special tribute to retired CLC President Vincent Alvarez for his years of dedicated leadership on behalf of working people throughout New York City. During his tenure, Alvarez was a tireless advocate for workers' rights, economic justice, workplace protections, and labor solidarity, helping to strengthen the voice of organized labor across the five boroughs. Local 1180 had the privilege of working closely with Alvarez and the New York City Central Labor Council on numerous issues impacting public employees, working families, and the broader labor movement. The event provided an opportunity to celebrate his many contributions while reaffirming the strong partnership between Local 1180 and the Central Labor Council in advancing policies and initiatives that benefit workers throughout New York City.



**Bowling for a Purpose** Local 1180 members recently joined elected officials, community leaders, and organizations from across the borough at the annual Bronx Democrats Bowling Night. The event brought together Bronx political leaders, community stakeholders, and members of the Local 1180 Bronx Borough Community Coordinating Committee (BCCC) for an evening of networking, camaraderie, and friendly competition while celebrating the strong partnerships that help strengthen Bronx communities. The evening was filled with great energy, spirited bowling, and opportunities to connect with leaders committed to advancing issues important to working families. Local 1180 is proud to participate in events like these that foster collaboration between labor, elected officials, and the communities we serve.



**Have something to share for Members in Action?**

Email your full resolution photo and caption information to [mrosenblum@cwa1180.org](mailto:mrosenblum@cwa1180.org)

# MEMBERS IN ACTION



**Supporting Assembly Candidates** Former Harlem Hospital Shop Steward **Wanda Davis** (recently retired) and Lincoln Hospital Shop Steward **Marie Johnson** attended a fundraiser on May 30 at the Draffhouse in the Bronx for Local 1180-endorsed candidates **Chantel Jackson** of the 79th Assembly District (left photo) and **Landon C. Dias** (77th Assembly District).



**Community Commitment** Members of CWA Local 1180's Hispanic Committee, the Labor Council for Latin American Advancement (LCLAA), and DC 37 came together on June 11 in a powerful display of solidarity and community commitment at Watts on the Water off Pier 36. The fundraiser, brought union brothers and sisters side by side with community advocates, united by a shared mission to bring sustainable energy to underserved communities across Puerto Rico, Jamaica, and throughout the Caribbean and Latin America. With the beautiful waterfront setting the tone for an energetic and spirited night, attendees raised crucial funds dedicated to the installation of solar panels in regions where access to reliable and affordable energy remains a daily challenge. The event was a testament to the labor movement's enduring belief that the fight for workers' rights and the fight for environmental and social justice are one and the same — and that together, unions can shine a light far beyond their own borders. Local 1180 was represented by **Millie Jorge** (Hispanic Committee Secretary), **Mayra Santiago** (H+H/Coler — Coordinating Manager-Level A), **Rosario Roman** (Hispanic Committee Chair), **Ingrid Lewis** (ACS — Admin Manager), and **Melissa Cosme** (ACS — Admin Manager).

**New MBCCC Chair** Members gathered for the recent Manhattan BCCC meeting under the leadership of newly elected **Chair Lucianna Bell** (seated center). The BCCC meetings provide an opportunity for members to discuss workplace issues, share updates from across the borough, and strengthen the union's collective voice within the borough. Local 1180 members residing in Manhattan are encouraged to attend the monthly meetings.





**CWA National Legislative Conference** Local 1180 officers, Executive Board members, and activists recently traveled to Washington, D.C. to participate in the CWA Legislative Conference. The biennial gathering brought together union leaders and rank-and-file members from across the country to discuss key legislative priorities, share organizing strategies, and advocate for policies that strengthen the rights of working people. Throughout the conference, participants attended workshops, policy briefings, and strategy sessions focused on protecting collective bargaining rights, advancing economic justice, defending public services, and building worker power at every level of government. Members also had the opportunity to engage with labor leaders and meet with elected officials on issues that directly impact Local 1180 members and the communities they serve. By participating in the conference, Local 1180 reaffirmed its commitment to ensuring that the voices of public employees and working families are heard in Washington. The experience provided valuable opportunities to learn, collaborate, and strengthen the union's ongoing efforts to advocate for fairness, equity, and dignity for all workers. CWA International President Claude Cummings and Carl Kennebrev, President of IUE-CWA, are pictured above with Local 1180.



**A Fond Farewell** Local 1180 President Gloria Middleton, Second Vice President Teesha Foreman, and Recording Secretary Debra Paylor were joined by Staff Reps and Members-at Large in congratulating longtime Harlem Hospital Shop

Steward Wanda Davis on her retirement following 43 years of dedicated service to the residents of New York City, her coworkers, and the union. As a Steward, Davis was a trusted advocate for members, helping colleagues navigate workplace issues while serving as an important link between members and their union. Local 1180 thanks Wanda for her commitment, leadership, and service, and wishes her a happy, healthy, and well-deserved retirement.

Local 1180 Celebrates Heritage, Culture & Community at

# PUERTO RICAN DAY PARADE

A large contingent of Local 1180 Hispanic Committee members, activists, retirees, officers, staff, and family members joined more than one million spectators and participants for the 69th Annual National Puerto Rican Day Parade on June 14, marching up Fifth Avenue alongside fellow union members, community organizations, and elected officials in one of New York City's most vibrant cultural celebrations.

This year's parade theme, "Somos Más Que 100x35" ("We Are More Than 100x35"), highlighted how Puerto Rico's influence extends far beyond the island's physical dimensions. The theme celebrated Puerto Rico's culture, history, resilience, and global impact, while recognizing the contributions Puerto Ricans have made to communities throughout the United States and around the world.

For Local 1180, participation in the parade was about more than celebration. It was an opportunity to honor the generations of Puerto Rican workers who have helped build New York City, strengthen organized labor, and serve the public every day.

"This parade is a celebration of who we are as Puerto Ricans and as union members," said **Hispanic Committee Chair Rosario Roman**. "Puerto Ricans have made tremendous contributions to

New York City, to public service, and to organized labor. Marching together allows us to celebrate our culture while recognizing the sacrifices and achievements of those who came before us."

Among those marching with Local 1180 was **Millie Jorge (Admin Manager, DOT)** who has attended the parade since childhood and views it as an important family tradition that spans generations.

"I remember going with my mother, grandmother, and all of my brothers and sisters," Jorge said. "As I got older, I started going with friends, and when I had my own family, it became a tradition to bring my children, nieces, and nephews."

Jorge said sharing the experience with younger family members is one of the reasons the parade remains so meaningful.

"I always bring family with me because I want them to experience our culture, the love, the energy, and that beautiful feeling you get inside when you see our people showing up and showing out," she said. "There's nothing like it. It fills you with pride. I'm always proud to be Puerto Rican, but on that day, I feel it even deeper."

This year's parade was especially memorable for Jorge, who attended with three generations of her family.

"My niece and her twin daughters came with me for the second time, and they absolutely love it," she said. "My sister was there, my husband too, and we had people ranging in age from six years old to over sixty. It just shows you're never too young or too old to be part of something so meaningful and exciting."

Throughout the parade route, Local 1180 members proudly carried the union banner, greeted spectators, and celebrated the rich cultural heritage that is woven throughout the union's membership.

Roman and Jorge agree that events like the Puerto Rican Day Parade provide an opportunity to educate younger generations about their history and the importance of remaining connected to their communities and the union.

"I encourage everyone to experience a parade like this at least once," Jorge said. "Bring your children, your grandchildren, your nieces and nephews. Let them see it, feel it, and understand the importance of being connected. There's power in numbers, and our children are the future. It's so important that we continue passing down our history, our culture, and our love so the next generation can proudly carry our beautiful flag forward."





**SCAN  
FOR FULL  
GALLERY**



# The Tough Talk

## Preparing Your Loved Ones for What Comes Next

By Suzanne Beatty, LMSW  
Director, CWA Local 1180 Retiree Division

There are certain conversations none of us particularly enjoy having. Talking about what happens after we're gone is one of them. Yet, one of the greatest gifts we can leave our loved ones is preparation.

As retirees, we spend years planning for the future, saving for retirement, protecting our health, and enjoying the rewards of a lifetime of work. But many families are left overwhelmed when a retiree passes away because they don't know where important documents are located, who to contact, or what benefits may still be available.

While no amount of planning can ease the emotional pain of losing a spouse, parent, or loved one, taking a few simple steps now can help provide clarity, security, and peace of mind during an incredibly difficult time.

As New York City retirees and members of CWA Local 1180, many retirees have pensions, health insurance, welfare fund benefits, and other protections that may continue for eligible surviving spouses and dependents. Understanding how those benefits work and making sure our families know where to find the information they need can make all the difference.

### What Happens to Benefits When a Retiree Passes Away?

The answer depends on several factors, including the retiree's pension election, beneficiary designations, health insurance enrollment, and the specific rules governing each benefit plan.

Some benefits may continue for surviving family members, while others may end upon the retiree's death. That's why it is so important to understand your coverage and communicate that information to those who may need it.

### Survivor Pension Benefits

Many retirees elect a pension option that provides a continuing monthly benefit to a surviving spouse or designated beneficiary after their death. If a survivor option was selected at retirement, the beneficiary may continue receiving a portion of the pension or in some cases, a lump-sum payment. The amount depends on the option chosen and the terms of the retirement plan. If no survivor option was selected, pension payments will stop when the retiree passes away.

Since every pension election is different, surviving family members should contact the pension system directly to learn what pension option was selected.

### Health Insurance Coverage

Eligible surviving spouses and dependents may be able to continue health insurance coverage if they were enrolled in the retiree's plan before the retiree's death.

This may include New York City retiree health benefits as well as certain supplemental benefits available through union programs. In many cases, survivors will need to complete paperwork, provide documentation, and ensure that any required premiums continue to be paid.

### Benefits for Dependents

Dependent children may also qualify for continued coverage under certain plans, particularly if they are minors, full-time students, or individuals with disabilities who remain eligible under plan guidelines.

Families should contact the benefits office directly to determine eligibility and avoid any interruption in coverage.

### A Final Thought

Every pension, insurance policy, annuity, and retirement plan is different. Survivors should always contact each organization directly to confirm eligibility requirements, deadlines, and necessary paperwork.

Do not assume that one agency will automatically notify another. Follow up, keep records, and continue asking questions until benefits and payments are fully resolved.

None of us likes to think about these matters. But planning ahead is one of the most thoughtful and loving things we can do for the people who matter most to us.

By taking a little time today to organize important information, we can spare our families unnecessary stress tomorrow—and give them the gift of clarity, security, and peace of mind.

Until then, let's continue doing what retirement is all about: making memories, spending time with loved ones, traveling, laughing, and enjoying life together as proud members of the CWA Local 1180 Retiree Division.



# Survivor's Checklist Following the Death of a Member/Retiree

**NOTE:** Please read entire checklist keeping in mind that not all information listed below pertains to Local 1180 private sector members.

## Immediate Actions

- Obtain multiple certified copies of the death certificate (10–15 copies recommended)
- Notify immediate family members and designated contacts
- Locate the employee's important documents and benefit records
- Secure personal, financial, and employment records /cancel credit cards/ deed
- Keep a notebook or digital log of all conversations, forms submitted, and claim numbers

## Notify the Employer

- Contact the employee's agency, department, or employer Human Resources office
- Notify the employee's supervisor or personnel office
- Ask for a list of all benefits available to surviving family members

## Contact the Pension System

- Notify the pension or retirement system immediately
- Ask whether a pre-retirement death benefit is payable
- Determine whether a surviving spouse is eligible for a survivor pension
- Request all required claim forms
- Ask about filing deadlines

## Contact the Office of Labor Relations Health Benefits

- Notify the health benefits office of the employee's death
- Determine whether health insurance coverage can continue for a surviving spouse and dependents
- Ask about continuation options and premium requirements
- Confirm eligibility of dependent children
- Complete any required enrollment or continuation forms

## Contact the CWA Local 1180 Benefits Office

- Notify the Benefits Fund office about death and survivor benefits
- Inquire about:
  - COBRA benefits
  - Union-sponsored life insurance (*Actives only*)
  - Dental and vision benefits

## Contact Social Security

- Confirm Social Security has been notified
- Apply for any eligible survivor benefits
- Ask about benefits available to:
  - Surviving spouse
  - Minor children
  - Disabled dependent children
- Obtain information on required documentation and filing procedures

## Life Insurance Claims

- Locate all employer-provided life insurance policies
- Locate any privately purchased life insurance policies
- Contact each insurance company to initiate claims
- Complete claim forms and submit required documentation
- Confirm beneficiary information

## Financial and Estate Matters

- Locate bank account information
- Locate investment and retirement account records
- Review beneficiary designations
- Contact financial institutions regarding account ownership and access
- Locate safe deposit box information if applicable
- Review mortgage, loan, and credit obligations
- Consult an attorney regarding estate administration if necessary

## Important Documents to Gather

- Certified death certificates
- Marriage certificate
- Social Security cards or numbers
- Birth certificates for dependent children
- Employee identification information
- Pension account information
- Health insurance cards
- Beneficiary designation forms
- Life insurance policies
- Bank and investment account information
- Will, trust, and estate planning documents
- Union membership information
- Recent pay stubs and tax records

## Questions Survivors Should Ask

- Is a survivor pension payable?
- Is there a death benefit?
- Does health insurance continue?
- Are dependent children covered?
- Are life insurance benefits payable?
- Is there a union-sponsored death benefit? (*Actives only*)
- What forms must be completed?
- What documents are required?
- Are there filing deadlines?
- Will accrued leave balances be paid? (*Actives only*)
- Is a final paycheck due? (*Actives only*)

## Follow-Up Actions

- Submit all required forms promptly
- Keep copies of every document submitted
- Record claim numbers and contact information
- Follow up regularly until claims are processed
- Confirm payment of pension and death benefits
- Confirm receipt of life insurance proceeds
- Confirm continuation of health insurance coverage
- Maintain a permanent file of all survivor benefit records

## Before It's Needed: Create a Family Survivor File

Maintain a Survivor File containing:

- Pension and retirement system information
- Beneficiary designations
- Health insurance information
- Union benefit information
- Life insurance policies
- Banking and investment account information
- Emergency contact information
- Will, trust, and estate documents
- Important passwords and account access instructions (stored securely)
- Employer and union contact information

## Key Contacts

### Employee's Agency Human Resources Office

- Contact the employee's agency HR or Personnel Office first.
- HR can assist with final paychecks, accrued leave payouts, health insurance status, beneficiary information & employment records.
- Phone number varies by agency.

### Social Security Administration

- Phone: 1.800.772.1213
- TTY: 1.800.325.0778
- Website: ssa.gov

### New York City Employees' Retirement System (NYCERS)

- Pension death benefits, beneficiary claims & survivor benefits
- Phone: 347.643.3000

### NYC Office of Labor Relations (OLR) Health Benefits Program

- Health insurance continuation & survivor coverage questions
- Phone: 212.513.0470
  - Email: healthbenefits@olr.nyc.gov

### CWA Local 1180 Benefits Funds Office

- Welfare Fund benefits survivor assistance
- Phone: 212.966.5353
  - Toll-Free: 888.966.5353
  - Email: benefits@cwa1180.org

### Amalgamated Life Insurance Company (*Active members only*)

- Group life insurance claims & beneficiary assistance
- Phone: 914-367-5000
  - Contact: amalgamatedlife.com

### CWA Local 1180 Annuity Fund

- Administrative Services Only (ASO)
- Phone: 877.999.3555

## Before Calling Any Agency or Benefits Provider, Have Ready:

- Employee's full name
- Date of death
- Last four digits of Social Security number
- Certified death certificate
- Marriage certificate (if applicable)
- Employee ID number (if available)
- Beneficiary information
- Pension membership information
- Life insurance policy information (if known)

# CWA LOCAL 1180 ELECTIONS

**Nominations Due by Sept. 1, 2026**



Elections for Local 1180's officers, executive board, and convention delegates will be held this October by mail ballot.

The positions to be filled are:

- President
- First Vice President
- Second Vice President
- Secretary-Treasurer
- Recording Secretary
- Nine Members-at-Large

The five officers and nine at-large members together form the union's executive board, which constitutes the governing body of the Local and meets monthly. The executive board members are also elected as the Local's delegates to the biennial CWA convention. All terms are for three years, beginning Jan. 1, 2027. Any member of Local 1180 in good standing may nominate herself or himself or may nominate another member in good standing.

To make a nomination, submit a letter by certified mail, return receipt requested, to Secretary-Treasurer Robin Blair-Batte that must be received by Sept. 1, 2026. Send the letter to: CWA Local 1180, 6 Harrison St., 4th Floor, New York, NY 10013. All nominating letters must include the name of the person you are nominating and the position you are nominating that person for. Ballots will be mailed in October to all CWA Local 1180 members in good standing and will be due back in approximately 15-20 days. As in past years, the American Arbitration Association will handle the receipt and counting of the ballots under the direction of the Local 1180 Election Committee.

The pertinent sections of the Local 1180 bylaws governing nominations and elections are as follows:

**ARTICLE XVIII — NOMINATIONS AND ELECTION OF OFFICERS AND MEMBERS OF THE EXECUTIVE BOARD**

A. Nominations for the officers and members of the executive board of the Local are conducted beginning in October 1972 and every third year thereafter in the following ways:

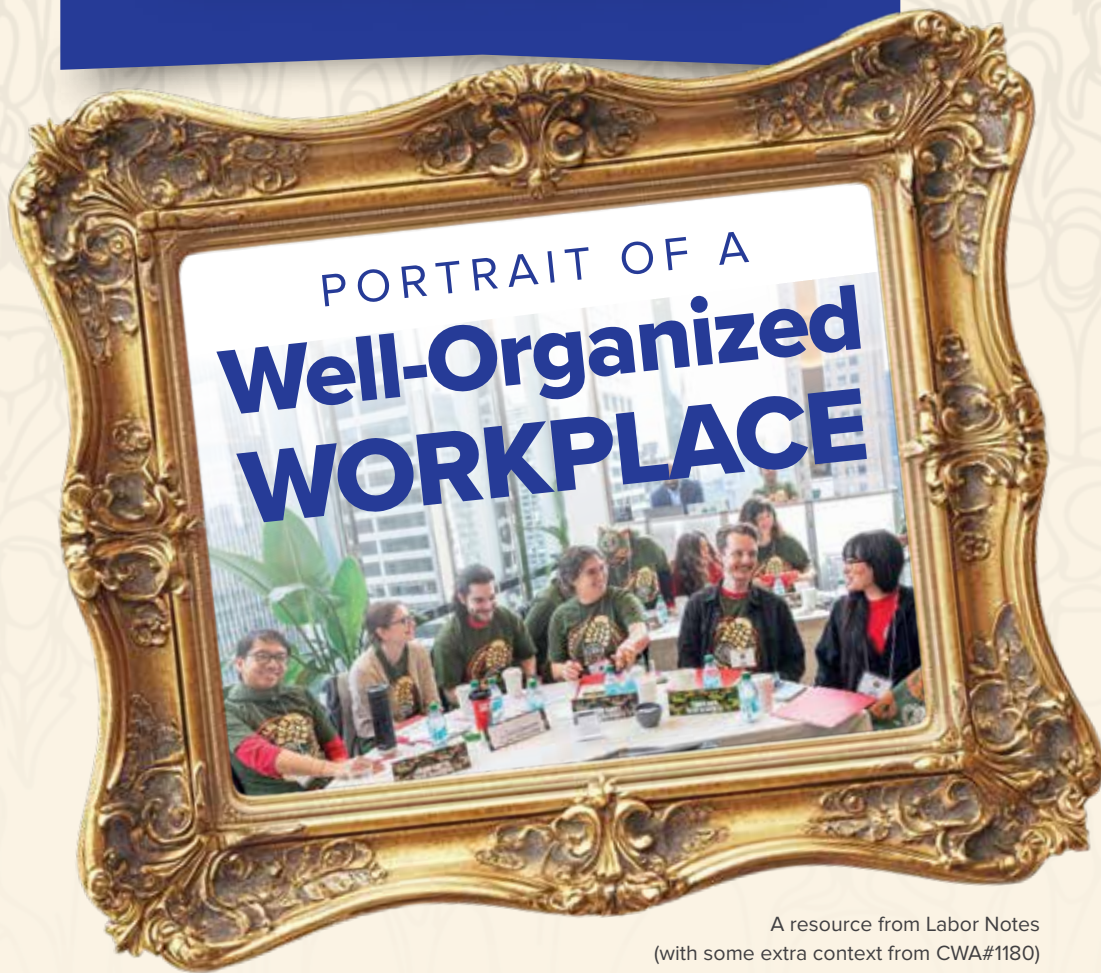
1. Any member in good standing may nominate himself/herself or another Local member to be a candidate for Local officer or Member-at-Large of the executive board by mailing to the Secretary-Treasurer of the Local a letter of nomination sent by certified mail, return receipt requested.
2. A letter of self-nomination shall state the member's desire to be a nominee for a single specified office.
3. A letter of nomination of another member shall be accompanied by a written acceptance by the individual nominated, which acceptance shall be witnessed and signed by either a notary public or a third member.

4. A member may nominate one individual for each post of Local office and no more than nine individuals for the posts of executive board Members-at-Large.
5. Each letter of nomination must reach the Local on or before Sept. 1 of the year prior to the beginning of the new term of office. Failure of the postal service to deliver the letter by Sept. 1 shall not constitute reason for acceptance of a letter of nomination received after the Sept. 1 deadline for the receipt of the nomination letter. Self-nominees and nominators of other members should take this provision into account in determining when to mail their nominations to the Secretary-Treasurer.
6. The Secretary-Treasurer may confirm the desire of any member not self-nominated to run for office in such manner as he or she deems appropriate.
7. No member may be a candidate for more than one post.
8. If a member is notified by the chairperson of the election committee that he or she has been inadvertently nominated for more than one post, the candidate shall immediately state his/her choice of post for which he/she wishes to run to the chairperson of the election committee in writing or be disqualified from running in the election. The candidate's written selection of the post for which he or she wishes to run must be received on or before Sept. 15.
9. Candidates must make the address and telephone numbers where they can be reached during the first two weeks of September of an election year known to the chairperson of the election committee so they can respond immediately to communications from the election committee.
10. Nominees and nominators are obligated to fully acquaint themselves with the provisions of these bylaws and the rules of the election committee and to comply with them as well as all proper directions of those running elections in the Local.

B. The Local shall notify the membership in July of an election year of the provisions of this ARTICLE XVIII by publishing them in the Local's periodical. The Local shall also notify the membership of the tentative nomination and election schedule at the same time, the offices to be filled by election, the date and time for submitting nominations, and the place for submitting nominations.

**SHOP STEWARD ELECTIONS**

According to the Union's by-laws, every Local 1180 shop must hold a Shop Steward election each September. You can hold the election in whatever way accurately reflects the will of the members in your shop.



A resource from Labor Notes  
(with some extra context from CWA#1180)

As we get going into hot labor summer, it's a great time to evaluate your shop for the key components that lead to a strong, well protected workplace. Every shop's strength is tied to these 13 points that demonstrate power, unity, and follow through. When you look at this list ideally you can say "that's us!" and on the points where you haven't gotten there yet you can say "let's do it!" Every point is a sign of success or an opportunity to build your power.

**COMPLETE COVERAGE:** There is a Shop Steward or union volunteer on every shift. The list is written down, regularly updated, and widely available. Your members will know who they can reach out to if an issue arises, and knows how to contact them. All the members can get help when they need it.

**FACE-TO-FACE/VIRTUAL VISITS:** Shop Stewards or union volunteers have relationships or open lines of communication with all members, we often call this "turf." These conversations are an opportunity for leaders to be informed of issues that need to be addressed with management, can be used to alert members of upcoming actions, or progress at the bargaining table. When leaders cover their turf it builds connection and allows members to raise concerns.

**LIVELY MEETINGS:** Membership meetings are regular (ideally monthly), well-attended, and include member participation. Many of our workplaces don't allow time and space for staff to have their voices heard. The union can and should be a place where staff can speak up and feel that their voices are valued. Union meetings can be used to receive feedback on working conditions and the unit can work together for proposed solutions.

**NEW HIRES JOIN:** A union representative attends every new employee orientation, or hosts one to ensure that new members are properly enrolled with the Union. Aside from getting cards signed, orientation is a place where you can explain the benefits and protections of membership, share the history of how the union was established, and answer questions (for many people this is their first union job!) And as we know: go over those Weingarten Rights!

**WORD GETS AROUND:** There is regular communication through digital chats, email, newsletters, flyers, up-to-date bulletin boards, and a member-to-member networks. Communication is a vital tool to keeping your members informed and connected. Especially in remote work environments where there are no "water cooler moments." In this era, the word is out, and everyone knows the latest 411.

## We Defend Our Standards & Enforce Our Contracts

**ACTION IS THE NORM:** Members mobilize and use collective action to solve everyday problems, and grievances are not our primary line of defense. While Grievances are a powerful and necessary tool, your shop solves many of the problems at work by meeting it head on with action. Staff meetings, digital systems, letter/petitions, and in-person actions are all vital ways to challenge an unhealthy workplace. Your members are ready to stand up together when the action bell tolls.

We know our rights: Contracts are widely available and promptly distributed, both electronically and in print.

**STEWARDS DO IT:** Stewards are trained and empowered to resolve issues at the lowest level, including filing grievances. Stewards are actively keeping the unit organized, facilitating meetings, representing members in discipline procedures, communicating with the Labor Management Committee, giving new hire orientations, and covering their turf.

**BOSS KNOWS IT:** Managers do not act unilaterally or abusively, because they know they will get pushback. The best defense from bad behavior is pushing back and winning. When managers step out of line or violate the contract they know that the union will protect it's members.

## Members Own the Union

**CONFIDENCE:** Members feel that their union is strong and can resolve problems.

**EASY ACCESS:** Through stewards, members have immediate access to resources to resolve their problems, without having to track down the union rep.

**PARTICIPATION:** Members participate in unit actions, meetings, and union-wide programs and campaigns.

**PRIDE:** Members feel a sense of kinship to the union, a place they know they belong. Members feel the power of being part of something bigger, that can protect them and their colleagues.

Have an **UPDATE** or **NEWS** from your Private Sector Shop?

Send information and photos to either Staff Rep Chris Thomas [cthomas@cwa1180.org](mailto:cthomas@cwa1180.org)  
OR Staff Rep Tomas Laster [tlaster@cwa1180.org](mailto:tlaster@cwa1180.org)



## A Voice for His Coworkers

# Benjamin Kaufman

For Benjamin Kaufman, becoming a Shop Steward started with a simple desire: to learn more about the union and help his coworkers better understand the benefits and protections available to them. What began as an interest in learning more about Local 1180 has evolved into a commitment to advocating for his colleagues and serving as a trusted resource at South Brooklyn Health.

A Coordinating Manager A in the Dental Department, Benjamin has worked at South Brooklyn Health for five years and has been a Local 1180 member throughout that time. For the past two years, he has served as a Shop Steward, helping members navigate workplace challenges and connecting them with the support and resources they need.

Benjamin's decision to become a steward was shaped by his own workplace experiences. After finding himself performing the duties of a higher title while earning the lowest incumbent rate, he began paying closer attention to the concerns of those around him.

"When I realized that many employees at South Brooklyn Health were going through similar issues, I chose to get involved," he said.

Today, Benjamin sees his role as being "the voice and ear from my peers to the union." Whether he is sitting in on a grievance hearing, listening to coworkers' concerns, or helping members understand their rights, he takes pride in being available when people need assistance.

Some of the most common issues members bring to him involve questions about compensation, career advancement opportunities, and workplace micromanagement. While helping members find solutions can sometimes be challenging, Benjamin says the most rewarding part of serving as a steward is simply being there for his coworkers.

"The most rewarding part is providing support to my peers," he said.

One accomplishment Benjamin is particularly proud of is becoming Chair of the Staffing and Vacancy Subcommittee for the Labor Caucus Committee, a role that allows him to advocate for issues affecting employees across the organization.

For Benjamin, some of the most meaningful moments come from the trust members place in him.

"I'm proud when my peers feel comfortable coming to me with questions," he said.

That trust has enabled him to help coworkers through difficult workplace situations, including assisting members who have experienced challenging supervisory relationships and offering guidance on how to effectively address concerns in the workplace.

Benjamin believes union membership is important because it provides workers with job security and a collective voice. He encourages members to take advantage of opportunities to learn more about their union by attending meetings and events.

"Please join so you can learn about the benefits the union offers," he said.

For members considering becoming Shop Stewards themselves, Benjamin offers simple but meaningful advice. "It's rewarding to help your peers and be a point of contact for them."

Outside of work, Benjamin enjoys staying active through racquet sports and his favorite hobby, classic paddle ball. He also enjoys spending time at the beach and catching up on new television shows and movies. A self-described early bird, Benjamin starts his day with a cup of tea and brings that same energy and enthusiasm to his work as a steward. He's also a devoted dog lover whose favorite New York City destination is Brooklyn Bowl. While some might expect him to prefer contemporary music, Benjamin is actually a fan of classical music, and if given the opportunity to travel anywhere in the world, he'd choose Honolulu, Hawaii.

When asked to describe himself in three words, Benjamin chose "kind, honest, and available", qualities that are reflected in the way he serves his fellow members every day. Through his dedication, accessibility, and willingness to advocate for others, Benjamin exemplifies the important role Shop Stewards play in strengthening Local 1180 and ensuring members always have someone in their corner.





## A Listening Ear. A Trusted Friend

# Kathy Corona-Vasquez

For more than 25 years, Kathy Corona-Vasquez has been a proud member of CWA Local 1180. Today, as a Coordinating Manager in Nursing Administration at Elmhurst Hospital, she continues to do what has always come naturally to her — helping people.

Kathy has served as a Shop Steward for the past two and a half years, but long before she officially stepped into the role, she was already the person coworkers turned to for advice, support, and guidance. Whether helping colleagues navigate workplace challenges or simply lending a listening ear, Kathy developed a reputation for standing up for others and speaking out when she saw something that wasn't right.

"I tend to speak up for people, even when they're not looking, when I feel there are injustices happening," she said.

Encouraged by several colleagues who recognized her natural leadership abilities, Kathy decided to become a Shop Steward. For her, the role is about more than enforcing contract rights; it's about being a voice for people who may not feel comfortable speaking up for themselves.

"Being honest is best," Kathy said. "I don't like to sugarcoat things. Sometimes people need someone who will tell them the truth, even when it's not what they want to hear."

That honesty, paired with her compassion, has made her a trusted resource for members throughout her workplace. Many of the people who seek Kathy out aren't necessarily looking for someone to solve a problem. Often, they simply need someone to listen.

"A lot of people just want to be heard," she said. "Some people cry, some need to vent, and some are frustrated. I let them speak their heart out, and most of the time they leave feeling much better."

Kathy describes a typical day as a Shop Steward as a steady stream of phone calls, walk-ins, and conversations with members seeking guidance. Drawing on years of workplace experience, she offers perspective and practical advice while helping members understand that not every issue requires a battle.

"Sometimes you have to step back to move forward," she said.

One of the most rewarding parts of being a steward, Kathy says, is helping bring a sense of calm and perspective to members during difficult moments. Whether it's easing tensions, helping someone see a situation more clearly, or simply providing reassurance, she takes pride in helping people find peace amid workplace challenges.

That commitment to helping others was especially evident when she mentored a coworker who was unhappy in her department and experiencing workplace bullying. With Kathy's encouragement and support, the employee successfully transferred to a new department and earned a promotion.

"Seeing someone move into a better situation and succeed is something I'm really proud of," she said.

Outside of work, Kathy's dedication to helping others continues. She volunteers as a community board member and is actively involved in supporting people in her neighborhood whenever she can. She is also celebrating a major personal achievement: earning her master's degree—an accomplishment she achieved while raising her family and supporting her children through their own educational milestones. In fact, two of her three children recently graduated as well.

Family remains at the center of everything she does.

"I'd rather people learn from me than be reprimanded," Kathy said. "We can all grow together."

When asked to describe herself in three words, Kathy chose dedicated, compassionate, and resilient—qualities that are evident both in her work and in her service as a Shop Steward.

Away from the office, she enjoys spending time with family and friends, making lasting memories, relaxing at the beach, listening to music, dancing, and embracing life's quieter moments. An early bird fueled by

coffee, she dreams of one day taking an African safari and counts Times Square among her favorite New York City destinations.

As for union involvement, Kathy believes membership is about much more than workplace representation.

"It's a way to engage with other members, network, learn what the union has to offer, and get information firsthand," she said.

Her advice to members who haven't attended a union meeting or event? Get involved.

"You're missing out on valuable information and opportunities," she said. "It's important to engage and participate whenever possible."

And for anyone considering becoming a Shop Steward, Kathy keeps it simple:

"Make sure it's something you're passionate about. If you don't have an interest in helping people, you won't be useful to the members."

For Kathy Corona-Vasquez, helping people isn't just part of the job, it's who she is. Whether she's advocating for coworkers, mentoring colleagues, supporting her community, or guiding members through difficult situations, she embodies the spirit of union solidarity one conversation at a time.



# EXECUTIVE BOARD MEETING MINUTES

**March 26, 2026**

Meeting called to order at 6:18 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

**Officers**

Gloria Middleton, President  
Gerald Brown, First Vice President  
Teesha Foreman, Second Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Debra Paylor, Recording Secretary

**Members-At-Large**

Amica Benjamin, Carol Griffith, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Christopher Thomas-Chalothorn, Dennis Vargas

**Excused**

Debra Busacco

**PRESIDENT'S REPORT**

Minutes of the Feb. 23, 2026, Executive Board meeting were presented and reviewed. Motion was duly made by Rosario Roman to accept minutes as presented, seconded by George Johnson. All in favor. Motion approved unanimously.

President Middleton officially swore in Christopher Thomas-Chalothorn as an Executive Board Member-At-Large.

She discussed highlights of her schedule since the last Executive Board meeting.

2/25 — Chaired the weekly staff and communications meetings; presented at the virtual CWA National Human Rights Black History Month celebration.

2/26 — Participated in the Eleanor's Legacy Board of Directors meeting and chaired the CWA Local 1180 General Membership virtual meeting.

2/27 — Participated in the Endorsement Committee meeting.

3/2 — Attended retirement celebration for DC 37 Director of Strategic Initiatives Barbara Ingram-Edmonds.

3/4 — Chaired the weekly staff and communications meetings; participated in the Boot Camp prep meeting.

3/6 — Attended the CWA Local 1180 Activist Celebration with CWA National President Claude Cummings in attendance.

3/10 — Attended the CWA Local 1180 Annual Legislative Breakfast.

3/11 — Chaired the weekly staff and communications meetings.

3/13 — Participated in the CWA National Executive Board meeting.

3/16 — Participated in the NYC CLC Labor and federal overreach meeting.

3/18 — Participated in the CWA National Executive Board Diversity meeting; chaired the weekly staff and communications meetings; participated in the Q1 CWA National Executive Board meeting.

3/20 — Attended the SLU Advisory Board meeting with Secretary-Treasurer Robin Blair-Batte.

3/21 — Attended the CWA Local 1180 Shop Steward Boot Camp.

3/23 — Served as a panelist for the NYC CLC Women's History Month Celebration; participated with other officers in the NEP Services demonstration to work on the CWA Strong website.

3/25 — Chaired the weekly staff and communications meetings; chaired the Local 1180 General Membership meeting.

3/26 — Attended the Equal Pay Day Rally at City Hall; chaired the CWA Local 1180 Executive Board meeting.

President Middleton thanked all Officers, Members-At-Large, and staff who attended the various events during this reporting period. She also thanked First Vice President Gerald Brown for organizing the Annual Activist Celebration.

Middleton distributed and discussed the Mirkin & Gordon status report as of Jan. 1, 2026, and the Tricomm Creative monthly report dated January 2026.

A motion was duly made by Helen S. Jarrett and seconded by Dennis Vargas to accept President Middleton's Report. Motion carried. All in favor.

**FIRST VICE PRESIDENT'S REPORT**

First Vice President Brown reported that he participated in the following since the last meeting:

- District One Legislative and Political meetings
- NYCCLC Board of Directors meetings
- Chaired the CWA Local 1180 bi-weekly legislative meeting held with the legislative staff and consultants
- Chaired the CWA National Minority Caucus meeting
- Executive Board, Trustee, Staff meetings, and other sponsored Local 1180 events

Motion was duly made by Carol Griffith, and seconded by Robin Blair-Batte to accept the First Vice President's report. All in favor. Motion carried.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman presented the monthly staff representative report:

Agency Walk-throughs	1
Appointments	1
Conference Calls	26
Counseling/Warning Sessions	3
EEO Investigation/Interview	6
Emails	627
Hearing Preparation	8
Hearings	4
Hiring Pools	2
Investigative Hearings/Meetings	9
Labor Management Meetings	6
Off-site Member Meetings	1
Phone Calls	738
Site Meetings	12
SNEO H+H New Member Orientation	3
Supervisory Conference	7
Walk-ins	2

**Site Meetings**

H + H Coler (2/17)  
900 Main St., New York

Dept. of Environmental Protection (2/17)  
55 West 125th St., New York

HRA - Information Technology Services (2/10)  
505 Clermont Ave., Brooklyn

H + H Cumberland (2/27)  
100 N Portland Ave., Brooklyn

H + H Jacobi (2/12)  
1400 Pelham Pkwy., Bronx

NYCHA (2/24)  
1200 Waters Place, Bronx

NYC Retirement System (2/26)  
335 Adams St., Brooklyn

Office of Technology & Innovation (2/19)  
2 MetroTech, Brooklyn

Parks (2/26)  
1 Randalls Island, New York

Queens District Attorney's Office (2/3)  
126-06 Queens Blvd., Kew Gardens

School Construction Authority (2/11)  
25-01 Jackson Ave., Long Island City

Teacher's Retirement System — Virtual (2/10)  
55 Water St., New York

Foreman reported that she attended the following since the last meeting:

- OCB training: Practicing before collective bargaining
- H+H monthly leadership meeting
- NYC Selikoff Advisory Board Meeting
- DEP meeting with the new commissioner

Motion was duly made by Amica Benjamin to accept Second Vice President report, seconded by Rosario Roman. All in favor. Motion carried.

**SECRETARY-TREASURER'S REPORT**

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for February 2026. She advised that the T.D. checking account has a balance of \$1,348,097.24 C.O.B. March 25, 2026. She reported that we currently have 98.7% of membership cards on file and reported the following member activity for February 2026.

New Member Enrollments	4
Actives Deceased	0
New Retirements	18
Retirees Deceased	13
Total Active Members	8,546
Total Retired Members	6,896

Blair-Batte recommended that the CWA Local 1180 Managerial Staff receive 3% salary increases, retroactive to Jan. 1, 2026. Recommendation open for discussion. Helen S. Jarrett motioned to accept and approve the recommendation. Seconded by Shakima Ivory. All in favor. Motion carried unanimously.

Blair-Batte read the statement made by the NYS AFL-CIO and was reported in the *NY Times* regarding Ceasar Chavez. She also announced the upcoming events: CWA National Legislative Conference (6/1-6/3); the upcoming CWA National

Human Rights Conference (8/16-8/19); and District One Conference (11/10-11/12).

Motion was duly made by Amica Benjamin and seconded by Carol Griffith to approve the Secretary-Treasurer's report. All in favor. Motion carried.

**RECORDING SECRETARY'S REPORT**

Recording Secretary Debra Paylor reported that she attended the following since the last meeting: CLUW Black History Month Celebration; CWA National Human Rights Committee Black History Month presentation; Trust & Estate Planning Webinar; Activist Celebration; Fix Tier 6 Rally in Albany, NY; Legislative Breakfast; CLC Delegates meeting; Shop Steward Boot Camp; CLC Women's History Celebration; Minority Caucus Executive Board meeting; CLUW Election Committee meetings; Trustee meetings; General Membership meeting; BCCC meetings; and CWA 1180 Standing Committee meetings.

Motion was duly made by Helen S. Jarrett, seconded by Amica Benjamin to accept the Recording Secretary's report. Motion carried.

**MEMBERS-AT-LARGE REPORTS**

Members-at-Large attended the following meetings, trainings, webinars, events, and rallies since the last Executive Board Meeting: Labor Management/Site Meetings/General Membership/QWL Events; New York City Central Labor Council Delegates meeting; Women's History Month Celebration; Public Healthcare and Education Workers (PHEW) meeting, Labor Council for Latin American Advancement (LCLAA) meeting; Coalition of Black Trade Unionists (CBTU) meeting and Black History Month Celebration; Local 1180 standing committees and BCCC meetings; Shop Steward Boot Camp; Fix Tier 6 Rally; CWA Local 1180 Annual Legislative Breakfast; and CWA Local 1180 Annual Activist Celebration; and will be attending scheduled upcoming events: May Day Rally, NAMI Walk, Puerto Rican Day Parade, and Pink & White fundraiser.

The next meeting is scheduled for April 23, 2026.

Motion was duly made by Robin Blair-Batte, and seconded by Carol Griffith to adjourn the meeting. All in favor. Meeting adjourned at 7:37 p.m.

Respectfully submitted,

Debra Paylor  
Recording Secretary

# IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Linda Barnes	NYPD	3/31/26
Inez Gray	Harlem Hospital Center	3/8/26
Maria Macchia	Dept. of Environmental Protection	3/8/26
Lorna Mays	Dept. of Social Services	4/11/26
Elinor Nadler	Health+Hospital	3/9/26
Nieves Lugo Osorio	Dept. of Social Services	4/28/26
Monaca Roth	Dept. of Environmental Protection	4/1/26
Gloria Smith-Carter	NYPD	4/17/26
Geraldine Stagg Reinhard	Office of the Comptroller	4/26/26
Evelyn Talley	Dept. of Social Services	3/22/26



**SAVE THE DATE**

**S A T U R D A Y**

**SEPT. 5**

**8 a.m. - 5 p.m.**

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Adults: \$75 | Children (2 -12): \$55  
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## Communications Workers of America Local 1180

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## MEMBERS IN ACTION



**Walking for a Cause** Members, retirees, officers, and staff of CWA Local 1180 proudly participated in this year's NYC NAMIWalks event, joining thousands of advocates in support of mental health awareness, education, and services. Walking together as Team CWA Local 1180, participants demonstrated the union's commitment to supporting mental health initiatives and helping break the stigma surrounding mental illness.

Thanks to the generosity of members, friends, and supporters, Team CWA Local 1180 raised an impressive \$3,015 for the National Alliance on Mental Illness (NAMI). The funds will help support NAMI's vital programs, resources, and advocacy efforts for individuals and families affected by mental health conditions.

The annual walk serves as a powerful reminder that mental health is a workplace issue, a family issue, and a community issue. Local 1180 is proud to stand with NAMI in promoting awareness, encouraging understanding, and ensuring that no one faces mental health challenges alone. Congratulations and thank you to everyone who walked, donated, and supported this important cause.

