

COMMUNIQUE



EQUAL PAY DAY

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Local 1180 was out in front with more than 50 members turning out for the Equal Pay Day 2022 rally on March 15 that brought together labor unions, political leaders, and advocate groups for the first in-person event on the steps of City Hall since before the pandemic. National Equal Pay Day marks how far into the new year it takes for women to be paid the same as their male counterparts from the previous year. Everyone at the rally came dressed in red, signifying how deep “in the red” women are with their paychecks compared to men.

“Salaries should not be based on gender or race or religion or anything for that matter that is irrelevant to the performance of a particular job,” said **Local 1180 President Gloria Middleton** who was the only union leader to speak at the rally.

Nationally, women working full time earn just 83 cents to every dollar earned by a man, while in New York State, that amount is 86 cents — still nothing to brag about. What’s worse is that the pay gap is even more pronounced for women of color, who earn 64 cents compared to the dollar earned by a man, while Latinas earn just 54 cents.

“The statistics from the City of New York are just overwhelmingly disproportionate,” Middleton said. “Across the board, the City has not done nearly enough to level out the playing field in any agency or department. It’s all the same.”

She said that in HRA, for example, directors and assistant directors, most of whom are female, are paid many thousands of dollars less than men holding those same titles in the Department of Transportation.

“It’s ridiculous, and it needs to stop immediately,” Middleton said. “The work is substantially similar, and those holding the titles have the same credentials. The Equal Pay Act of 1963 has not done nearly enough to make a fair and equal situation for women. In 2022, it’s ridiculous that we are even having this conversation, especially in one of the most progressive cities in America.”

According to information released by State Comptroller Thomas DiNapoli, the most recent state-level data published by the U.S. Census Bureau for 2019 show that the median earnings for men in New York working full-time, year-round, were \$60,813 compared to \$51,992 for women — a wage gap of \$8,821 or 86 cents to the dollar.

With pay transparency bills pending in both the City Council and the State Legislature, equal pay remains in the spotlight as seen by the huge show of support for equal pay for equal work regardless of gender.

The 2019 national wage gap was \$10,150, with women earning 81 cents for every dollar paid to men. While better than in many other states, New York’s gender wage gap has gotten worse since 2015 when New York reported an inflation-adjusted gap of \$6,431 for full-time, year-round workers, with women earning 89 cents on the dollar earned by men.

The U.S. Census Bureau reports that the top occupations for women in New York were registered nurses, elementary and middle school teachers, secretaries, and administrative assistants. Top occupations for men, in contrast, were managers, driver/sales workers and truck drivers, and janitors and building cleaners.

DiNapoli’s report showed that the New York wage gap is highest in legal occupations, which also have the highest median earnings. In 2019, median earnings for men were approximately \$175,000; women earned approximately 55 cents for every dollar earned by men, with median earnings of \$96,500.

Across occupations, median earnings typically increase with greater educational attainment for both men and women; however, the gender pay gap also widens with higher levels of education and is greatest for women with graduate or professional degrees. Among those age 25 and over with earnings, median earnings for New York women with a graduate or professional degree were about \$72,000, roughly the same as men with a bachelor’s degree and approximately \$25,000 less than men with the same credential.

The New York City Council’s first-ever female majority, now 31 members, was well represented at the event, with most members of the Women’s Caucus offering words of encouragement and support for groups like Local 1180 and PowHer NY that are at the forefront of the battle for equal pay.

“Here in New York, for every dollar a man makes, women earn an average of .85 cents,” said New York City Council Speaker Adrienne Adams. “The disparity though is much wider for women of color. We have much more work to do. Equity is one of the priorities for me as speaker and nowhere is this more of an issue than in the pay gap between women and men.”

An Aug. 2021 report by the Council found that among city employees, men had a median salary \$21,600 higher than women. In 2018, the New York City Council heard and passed Local Law 18 requiring the Mayor’s Office of Data Analytics to report pay data from City agencies. The Mayoral Administration is required to provide the Council direct access to the data so the Council can conduct its own statistical analysis and determine whether any disparities exist across gender, race, age, and other categories protected by the City’s Human Rights Law.

In advancing Local Law 18, the Council recognized that the contributions of all employees, including non-white individuals and women, and especially nonwhite women, must be valued where it matters most — in their paychecks.

“Pay equity is not a new problem, it’s just a problem that doesn’t seem to go away,” Middleton said. “That’s how Local 1180 ended up filing a lawsuit, which we won, against

“In 2022, it’s ridiculous that we are even having this conversation, especially in one of the most progressive cities in America.”

By Marci Rosenblum, Communications Director

ALL PAYDAY 2022

the City of New York on behalf of our Administrative Managers who were earning significantly less for doing similar work. You would think that the City would have learned from that, but clearly we still have an issue.”

Council Member Amanda Fariás, co-chair of the Women’s Caucus, said the loss of income that women experience is wrong and often inhibits their ability to adequately support their families.

“The loss of income, that ain’t right,” Fariás said. “And the loss of income based on gender and racial discrimination is a tremendous setback, not only for women’s individual economic disparity, but for the overall recovery of the city.”

She said that the Women’s Caucus will be helping to pass more legislation aimed at supporting equal wages. “We are going through the legislative process right now to kind of reclaim any of those sponsor-less bills from previous sessions, so in the next couple of weeks, we’ll be finding out which ones actually get reintroduced,” she said during an interview.

At the City level, last year’s Council passed legislation, which became law in January, that would require job postings to include both the minimum and maximum salaries. That law, however, is now under scrutiny as businesses push for revisions. (see related story on page 4.) Local 1180 and other advocacy groups are pushing for passage of similar legislation at the state level with the New York State Salary Range Disclosure Law.

“Pay disparity is a continuing reality,” Middleton said. “It remains a complex and multifaceted problem that requires a multipronged approach. Local 1180 will continue to be at the forefront of this fight and encourage other labor unions with pay disparity issues to speak out as we did with our successful lawsuit.”

She said that it’s not only about the dollar, however. To achieve meaningful pay equity, the City and other employers need to raise the wages of the disproportionate number of women doing low-wage work, provide opportunities for women to enter into higher-paying fields, and address the financial penalties imposed upon women for being tasked as the world’s caregivers as they leave the workforce to raise families, only to return at a huge disadvantage because of their “work gap.”

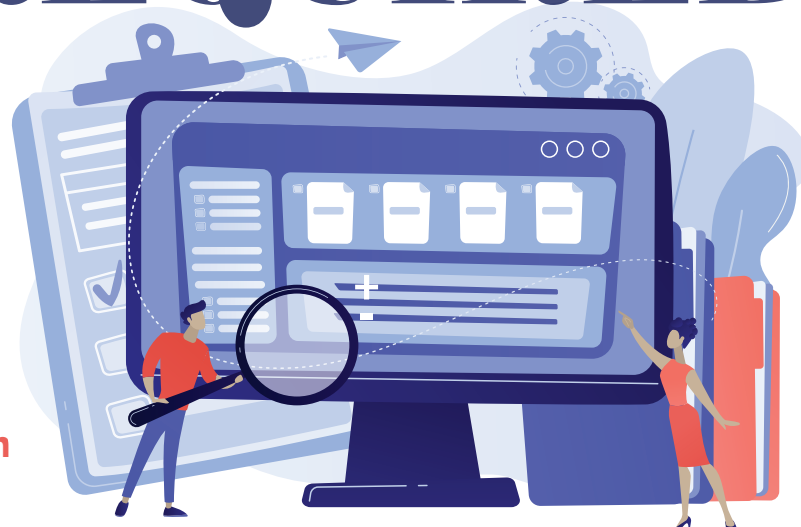
Aside from the male representation Local 1180 brought to the rally, noticeably missing was the support of the Council’s male contingent, which Middleton said she hopes is not indicative of how they intend to vote on bills of importance to equalizing the pay for all genders. ■



MINIMUM & MAXIMUM SALARIES REQUIRED

IN JOB POSTINGS TO HELP LEVEL THE PAYING FIELD

A new City law requiring employers, including the City of New York, to include the minimum and maximum salaries in job postings is aimed at leveling the paying field for minorities and women when applying for jobs.



While this is a major victory for women's groups and Local 1180, the NYC Pay Transparency Law has been under scrutiny from business organizations lobbying the City Council to amend it even before its May 15 effective date. The Pay Transparency Law marks another success for Local 1180 in addressing and closing the gender and racial wage gap that has robbed mostly women and minorities of wages. This has been a major hot topic for the Union ever since the EEO case for Administrative Managers.

"By making women guess as to what a fair salary would be during a job interview only perpetuates never-ending cycles of poverty and economic insecurity, and robs them of potential income that an employer would have paid," said **Local 1180 President Gloria Middleton**.

The law aims to provide job seekers with the information needed to negotiate fairer salaries. Middleton said women and minorities typically sell themselves short when asked during an interview what salary they are looking for.

"Employers already know what they are willing to pay for any given position, so why even ask candidates what they want for a salary," Middleton said. "Just tell them what the position pays and leave it up to the candidate to decide if the job is a good fit."

However, on March 24, New York City Council members Nantasha M. Williams and Justin L. Brannan put forth Int. 134 that would alter the impending pay transparency law to water down its original intent. These amendments were introduced after intense pressure from pro-business groups. However, with pushback on the part of labor, especially Local 1180, and PowHer NY, Councilwoman Williams again revised Int. 134 (now 134-A) to leave the original law as was, except for three amendments: the effective date will be extended to Nov. 1, 2022; there will not be a monetary fine for first-time violations; and the private right of action will be limited to current employees. The Council is expected to vote on what's now Int. 134A in late April.

Middleton testified on April 5 at the Council's Civil and Human Rights Committee hearing against the proposed amendments to Int. 134. The hearing drew significantly more oral and written testimony than was expected due to the dangerous implications of the amendments, which are aimed at stripping away the original law's intent.

"I am here to speak out against all proposed amendments to Int. 134 as they are dangerous and will fully dilute the intention of the new law scheduled to take effect on May 15," Middleton said. "By requiring all employers to include both the minimum AND maximum salaries in their job postings, Int. 134 simply does what should have been done decades ago — level the PAYING field for women, women of color, and all minorities.

Middleton told the Council Committee that the wage gap between what white men, and women and women of color earn, continues to rob a clear sector of workers of fair wages and the economic stability to support themselves and their families.

"We are fighting to stop any interference in the progress we are finally making to close a wage gap that has hurt so many for so long. I am strongly urging the entire City Council to vote against any changes or amendments that are aimed at creating loopholes for businesses. There is nothing difficult about stating your salary range in a job posting — unless you are trying to do something devious," she said.

New York State has jumped on board with similar legislation called the Wage Range Disclosure bill (S.5598B Ramos/A.6529A Joyner) that would require employers to disclose compensation or range of compensation, benefits package, and job description to applicants or to current employees upon request.

Despite progress in countering pay inequity, unacceptable pay gaps persist, particularly for women, people of color, those with disabilities, and LGBTQ+ workers across the state.

Middleton said pay secrecy remains key to perpetuating wage inequality and discrimination. Bias continues to shape hiring and salary setting decisions, with women and minorities often receiving lower salaries than men doing significantly similar jobs with equal qualifications.

"Certain demographics lack the information and leverage needed to negotiate fair salaries to escape these discriminatory practices and combat historic disparities that hinder advancement opportunities," Middleton said.

PowHer NY, a statewide network working to accelerate economic equality has worked closely with Local 1180 for years on various gender-related issues. Beverly Neufeld, PowHer NY President, said the City bill, and hopefully the state legislation, will address persistent gender and racial wage gaps illustrated by the shocking fact that white women earned just 83 cents on the dollar compared to white men in 2020, while Black women earned 64 cents and Latinas just 57 cents.

"We are pleased that the New York City Council heard the concerns of advocates and workers, took them seriously, and made meaningful changes to Int 134. We look forward to working with the Council on additional pay equity legislation to fulfill the goal of eliminating the race and gender wage gap," she said.

Previous New York pay equity reforms include the 2017 NYC and 2020 NYS Salary History Ban, 2019 NYC Local Law 18 requiring data analysis of the NYC municipal workforce, the 2015 NYS law to protect workers from retaliation when sharing wage information, and the 2019 NYS equal pay for similar work standard.

"This new law brings women one step closer to reaching pay equity in their search for employment," Middleton said. "Women traditionally have accepted jobs for far lower salaries than men because they didn't know how to value their worth at a job interview."

Local 1180 has been at the forefront for years of fighting for pay equity, starting with the Union's lawsuit against the City of New York on behalf of Administrative Managers who were being paid thousands of dollars less than their male counterparts in the same title doing substantially similar work.

We were successful in that lawsuit and in paving the way for other unions and groups to continue our work until we only have to speak about pay equity as a thing of the past."

When employers provide much-needed clarity to pay structures and make that information available to employees and job seekers, companies are encouraged to update antiquated practices that have led to patterns of wage discrimination.

Each March, the United States observes Women's History Month to recognize the contributions and accomplishments of women. Ironically, March is also when "Equal Pay Day," is observed, spotlighting the continued struggles women face in the workplace. ■



GLORIA MIDDLETON

President

Power to the She and Why Democracy Matters

In March, we marked Women's History Month — a time to celebrate the contributions of heroic women from the past, acknowledge their great strides in the present, and empower future generations of strong women.

This is important on so many different levels. Strong women become teachers for our young girls and let them know they can be anything they want. A female leader is more than just a figurehead. She is a main player in the game, brings new and innovative ideas to the table, and has the power to do anything.

Ever since women were granted the right to vote, our society has made progress in how women are treated — but the progress needs to pick up the pace. Even in today's day and age, women still feel a need to prove themselves. To have a voice, women must speak much louder than men.

We hear all the time from great female leaders who have carved their own paths, and we learn from them how they did it. Their stories are often fraught with challenges and obstacles but shed light on the stereotypes that have surrounded our gender for decades.

To paraphrase Oprah Winfrey, who herself has a remarkable rags-to-riches story, so many women have realized their own self-worth

by getting involved, and by standing our ground. We need to stop the misnomer that there are traditional jobs that belong to women. That's a huge fallacy that's been perpetuated by none other than ... men!

When it comes to what may be considered "women's jobs or issues," it seems all females are finally speaking up. From the stay-at-home mom who has one of the toughest jobs there is with no pay, to Hollywood actresses, everyone is jumping on the bandwagon. To make the greatest change, there must be passion. Women must speak from a place of authenticity. And most importantly, women need to stand together and support one another. We must build up each other, not tear each other down.

The way to change all of this, of course, is by changing the mindset of those who believe otherwise. We must challenge the system that created these stereotypes in the first place. This is why democracy plays such a vital role.

Anyone who actively participates in their own development and well-being can feel empowered to make positive choices to improve the status quo. By effectively participating, women can provide the impetus for stronger relationships. They can help break down communication barriers and they can teach others how to work together because, by nature, women are better nurturers. After all, for centuries women were the ones staying home having the babies and raising the children.

Women's rights and democracy are inseparable. The Brennan Center for Justice even wrote about this topic in mid-March during Women's History Month. What I found quite eye-opening in the article was that the United States was included for the first time on an annual list of back-sliding democracies. While I didn't even know such a list existed, the thought that our country is exhibiting a "gradual but significant weakening of checks on government and civil liberties" was scary.

We have seen this with the abortion ban in Texas, and with our country's lack of paid maternity leave. Across the world, paid maternity leave averages 29 weeks; the United States offers none. The Brennan Center article reports that our country is one of only six, and the only wealthy nation, without any form of national paid leave. Then there's also the vast amount of gender inequity, even right here in progressive New York City. It should not have taken a Local 1180 lawsuit against the City to prove that female Administrative Managers

were earning less than their male counterparts for doing substantially similar work. And despite our winning that lawsuit to the tune of \$15 million, other predominantly female unions are now fighting that same battle — one that should not have to be fought at all.

These examples are only a small fraction of the battles that women face. One step backward can lead to a downward spiral, which is exactly why democracy is so important. Member and community participation increases public trust in leaders, improves political effectiveness, and even strengthens the quality of policy decisions. This can clearly be seen with the recent passage of the NYC law that will require businesses to post both the minimum and maximum salary range in job listings. This will help level the playing field for women who have typically sold themselves short when asked during an interview what they expect in salary. Knowing they are competing mostly against men for the position, women have traditionally asked for a lower salary than men would ask for in hopes of having a greater chance of getting the job.

Equality and freedom are intertwined the same as democracy and women's rights. The more women get involved in the movement, the louder we speak out, the more men we get to support us, the greater our chances for equality and freedom.

Without democracy, women have almost no chance of ever standing at the same level — or rising higher — than men, who too often feel threatened and intimidated by the stereotypical "weaker sex."

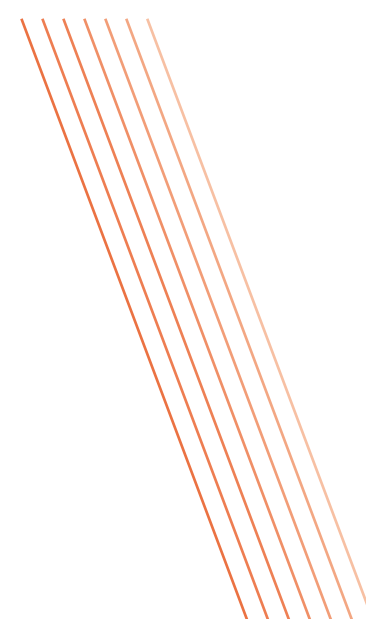
Wait, there's another societal inaccuracy that needs to be addressed.

"So many women have realized their own self-worth with that 'aha' moment. But the question is, 'why do women still have to prove themselves'?"

with that "aha" moment. But the question is, "why do women still have to prove themselves"? While the answers are so vast, they all boil down to the fact that women have been entering the so-called man's world at an increasingly greater pace each year.

Medicine was at one point a "man's job." So, too, was running a labor union, and of course, politics. Yet, our first female-majority New York City Council has put that myth to rest. The acceptance of the misnomer that women belong in the kitchen, raising families, or working solely as secretaries, is what has caused women to still earn less than men for doing the same job, and why women hold less than a third of all leadership roles.

We need to change this cultural norm. We can do this only by speaking out, by organizing,



Members OVERWHELMINGLY NYCTA & SCA CONTRACTS



Members in both the New York City Transit Authority (TA) and the School Construction Authority (SCA) overwhelmingly approved their respective contracts earlier this year after months of negotiations between Local 1180 and management.

On Jan. 18, Local 1180 President Gloria Middleton sent a letter to all 61 TA members detailing the terms of the agreement reached by the Bargaining Committee.

"This contract secured the same general wage increases as those provided to other members covered by the CWA Local 1180 collective bargaining agreement that took effect May 6, 2018," Middleton said. "While the contract negotiations for our Transit Authority members took much longer than we ever expected, the delays were out of our control. The TA contract has always been one of our most difficult to negotiate, and the two-year pandemic only served to delay negotiations even further. In the end though, our Transit Authority members overwhelmingly ratified the terms."

The general wage increases include 2% effective May 6, 2018; 2.25% compounded effective May 6, 2019, and 3% compounded on Oct. 6, 2020.

Other highlights of the contract include:

- All terms of the current CWA Local 1180 Collective Bargaining Agreement shall apply to Principal Administrative Associates (PAAs) and Administrative Managers (Represented). Transit will no longer use (Non-Managerial) to describe our members in the Administrative Manager title.
- Effective Oct. 6, 2018, the minimum rate of pay for the title of Administrative Manager (Represented) shall be increased to \$66,300. The new minimum rate shall also be increased by subsequent general wage increases.
- Effective Oct. 6, 2018, a new step increase plan for new hires and incumbent employees shall be instituted for the title of Administrative Manager (Represented). Administrative Managers (Represented) who earn equal to, or greater than, the minimum step based on their years of service shall not be eligible for step increases, but will be eligible for current and future general wage increases.

- Effective Jan. 1, 2019, all titles will be eligible for the Annuity Fund at the rate of \$526.14 annually.
- Effective March 6, 2020, Administrative Managers (Represented) will be entitled to the same Recurring Increment Payment (RIP) as the PAA.
- Effective March 6, 2020, the current 15-year longevity increment shall be increased from \$925 to \$1,000. Effective March 6, 2020, Administrative Managers (Represented) will receive the \$1,000, 15-year longevity.
- The Training fund contribution to CWA Local 1180 will increase from \$25 to \$100 for Principal Administrative Associate and will be established for the Administrative Manager (Represented).
- A Labor-Management Committee shall be established to discuss career path opportunities for employees in the title of Administrative Manager (Represented), including exploring the feasibility of creating a Level II for same title.

President Middleton spearheaded the Bargaining Committee, and was joined by First Vice President Gina Strickland and Secretary-Treasurer Robin Blair-Batte. Three Shop Stewards also were on the Committee at the start, although one was promoted to a higher position, Charles Scott, and one retired during the process, Tammy Cheeseborough. **Current Shop Steward Patrice Norwood** remained on the Committee throughout the entire negotiation.

"Although the process was longer than we would have hoped for, it was a very interesting experience to say the least to have been a part of the Bargaining Committee as a Shop Steward," Norwood said. "There's a lot that goes into ratifying the contract that most members aren't aware of. We are now looking forward to receiving the fruits of our negotiations and finally getting our back pay."

As Middleton announced to all TA members and at the April General Membership Meeting, TA management was set to meet the week of April 25 to approve the contract.

On Feb. 11, Local 1180 President Gloria Middleton sent a letter to all 67 School Construction Authority members letting them know that the Bargaining Committee reached an agreement that included general wage compounded increases of 2% effective May 26, 2018, 2.25% effective May 26, 2019, and 3% effective Oct. 26, 2020.

Staff Representative Gregory Smith, who along with **Supervisor of Staff Reps Teesha Foreman**, spearheaded the negotiations, said it took a team to get the job done successfully, but the terms were overwhelmingly approved by SCA members.

"The SCA management team was very amenable to everything we suggested and they were willing to work with us as we tried to figure out how to pay for what we wanted for the members," Smith said. "They were flexible to the economic terms, as well as the non-economic terms. We never really got any push-back from them at all."

Smith said the overall length of negotiations was longer than expected due to both the COVID pandemic and the Office of Management and Budget (OMB) freezing negotiations across the board with all unions for several months.

"Everything was put on pause for several months when OMB stopped all negotiations. Once we were able to resume, it was just a matter of working with SCA management to iron out all the details and bouncing proposals back and forth. Contract negotiations are always a process," Smith said.

In addition to the wage increases, the team negotiated a revised longevity schedule that rewards members for their long-term commitment. Effective April 26, 2020, members will get \$800 for two years of service, \$900 for three years, \$1,000 for four years, \$1,132 for five years, and \$1,962 for 10 years.

By Marci Rosenblum
Communications Director

Ratify



STATE BUDGET Passes with

GOOD NEWS for CWA

Other highlights of the new contract include:

- Effective Oct. 26, 2017, and up until May 26, 2018, the Authority has agreed to pay a pro-rated Annuity Fund contribution per represented employee based on number of days worked per month, not to exceed \$436.50 per year (prior contract). Effective May 26, 2018, the not-to-exceed yearly amount will increase by \$89.64, for a total Annuity Fund not-to-exceed contribution of \$526.14 per covered employee.
- The NYS Paid Family Leave Program will be initiated as implemented by the City of New York.
- Education Fund Contribution to the Welfare Fund will increase from \$25 to \$100
- An Occupational Health & Safety Committee between Labor and Management shall be established to discuss health and safety issues at the workplace and make recommendations for improvements as needed.

In addition to Smith and Foreman, other Bargaining Committee members included **Shop Steward Tyra Manigault (Administrative Associate at SCA)**, First Vice President Gina Strickland, and Business Manager Arthur Cheliotis. There also was an SCA member committee comprised of Audrey Nichols, Sandy Johnson, Shana Santana, Erica Porter, and Linda Butler that discussed all proposals and suggestions, providing invaluable input to the Bargaining team prior to each round of negotiations.

"The members and I were very happy with the results," Manigault said. "This was my first time sitting on a bargaining committee so it was new and exciting. I didn't know what to expect. Our bargaining committee gave input but just because you ask for A, B, and C doesn't mean you will get A, B, and C. We got more than we thought we would with the additional longevity, the annuity fund, and of course the retro and our raise. We always had 5- and 10-year longevity, but we got more, which definitely helps the new hires."

Going forward, Manigault said she would be more prepared for contract bargaining as she would have more experience. "I'd have more knowledge of what to expect, but this was a great experience and I enjoyed it," Manigault said.

Smith said that after more than a half dozen negotiations sessions, emails with the final terms were sent to all 67 SCA members; 54 responded with unanimous approval for the terms.

"It was a great experience working with the members and management on the other side," Smith said. "I'm glad we were able to come up with a deal that members were happy with and approved. We received only positive feedback regarding the terms and that's a great situation to be in."

Members started receiving payments in their April 15 paycheck and retro payments in the April 29 check. ■

As part of this year's state budget that passed nine days late, New Yorkers will receive a temporary cut in state gasoline taxes, aid to help pay for child care, and other financial relief measures for segments of the population trying to stay afloat.

The \$220 billion budget makes investments in programs that will help families meet the challenge of inflation and rising gas prices.

The budget accelerates the phase-in of the middle class tax cut from 2025 to 2023 that will save families \$162 million in fiscal year 2022-23 and \$615 in fiscal year 2023-24, and includes tax credits and rebates:

- A 16 cent per gallon gas tax break that will last from June 1 through Dec. 31, 2022.
- A one-year property tax rebate credit for households eligible for STAR and Enhanced STAR and have incomes below \$250,000
- Supplemental earned income tax credit (EITC) to taxpayers equal to 25% of their 2021 EITC benefit (average of \$190 per taxpayer)
- Supplemental Empire State Child Credit for families with children over the age of four that would be calculated based on the taxpayers' 2021 Empire State Tax Credit.
- Increases eligibility for child care subsidies up to 300% of the federal poverty level.
- \$1.1 billion in funding for the Emergency Rental Assistance Program (ERAP) and the Landlord Rental Assistance Program (LRAP), as well as \$250 million for a utility arrears program.

CWA spearheaded several budget campaigns, including a major victory in the fight for high-quality broadband and good industry jobs with \$1.6 billion of federal and state money. With the help of members, CWA won language gives preference to applicants for building broadband who have workplace safety standards, prioritization of networks that have upload and download speeds of 1 gig, and a prevailing wage to ensure that good union employers don't get undercut by subcontractors who pay low-wages and do shoddy work.

CWA also was instrumental in securing \$1.35 billion in funding for hospitals and supporting health care workers. The budget provides discretionary funding for financially distressed hospitals and expands bonuses for health care workers on the frontlines of COVID-19. While we know that \$3,000 for full-time, frontline health care workers is not nearly enough to compensate for the work done during the pandemic, CWA was glad to have succeeded in expanding the eligibility to include more direct-care workers.

Another large win came with funding for the CUNY School of Labor and Urban Studies (SLU). The budget included \$3.5 million from the Executive and \$1.5 million from the Legislature plus another \$3 million in funding for a labor museum! Local 1180 is supportive of SLU and its dedication to expanding higher educational opportunities for workers, developing the next generation of labor and community leaders, and serving the educational needs of the labor movement and the broader community.

President Gloria Middleton was hugely instrumental in securing the additional \$1.5 million by personally speaking with Gov. Kathy Hochul to explain the importance of SLU to the labor community and requesting the funding.

"The total funding for SLU means the school will no longer have to rely on year-to-year allocations from the state legislature," Middleton said.

Other noteworthy budget items include \$31.2 billion in school aid, \$1.1 billion for Universal Prekindergarten, and \$4.2 billion in bonds to fund environmental and energy projects such as conservation, climate-change mitigation, zero-emission school buses, and green buildings that need voter approval this fall, a tax relief program for small businesses to offset the effects of the COVID-19 pandemic, a new affordable housing plan, and \$2.2 billion in one-time, property tax rebates for low- and middle-income homeowners. ■



THE HISTORY B

Black

Histo

Month

First it was one day honoring one great man. Then it was one week honoring many. Toward the late 1970s, it became the shortest month honoring a long list of African American accomplishments throughout our country's history.

"Even if there was one hour every single day for reflection, it would never be enough time to adequately honor those who were enslaved, the sacrifices they made, and the achievements made despite it all," said **Local 1180 President Gloria Middleton, herself the great granddaughter of a slave.**

The month-long celebration of Black history in February was made official in 1976 when President Gerald Ford finally recognized the importance of observing and reflecting upon this piece of the country's collective history during the United States Bicentennial. He called upon all Americans to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history".

Middleton said that 45 years later, this recognition is more crucial than ever.

"Black History Month gives the country an opportunity to go beyond just the story of slavery and spotlight all the remarkable achievements and contributions that Black Americans have made to society despite the systemic racism that still persists today," she said. "So many individuals and groups are working to create change and that is what we need to focus on."

Black History Month originally started as Negro History Week in Feb. 1926 by Harvard-trained historian Carter G. Woodson, also known as the "father of Black history." He believed that young African Americans were not being educated about the history or achievements of their ancestors, and as a result, Negro History and Literature Week as it was originally known was created.

Woodson helped establish the field of African American studies, and his organization, the Association for the Study of Negro Life and History, sought to engage "people of all ethnic and social backgrounds to discuss the Black experience".

He chose February as the month for the then-week-long celebration as it coincided with the birthdates of both former President Abraham Lincoln and Frederick Douglass, both whom played significant roles in helping end slavery.

Negro History Week continued to grow in popularity with mayors across the country endorsing it as a holiday throughout the 1930s, 40s, and 50s. The first ever month-long celebration of Black History was established at Kent State University. In Feb. 1970, Kent State students, faculty, and administration designated the entire month of February as a celebration of Black History—preceding the national holiday designation—which was established in 1976.

The month-long celebration caught on in educational institutions and community centers was already being recognized when President Ford made it official. Since then, the celebration has been embraced by the United Kingdom, Germany, and Canada. Its

message has reached beyond our school systems to much of corporate America as well as our pop culture, social media and entertainment.

Since 1976, each president has designated February as Black History Month and endorsed a theme. The theme for 2020 was African Americans and the Vote, in honor of the 100th anniversary of the 19th amendment (1920) that granted women the right to vote, and the 150th anniversary of the 15th amendment (1870) which granted African American men the right to vote. In 2021, the theme was The Black Family: Representation, Identity, and Diversity. This year, the 2022 theme was Black Health and Wellness, celebrating the contributions and breakthroughs of Black professionals and speaking to the cultural richness of those "non traditional" health and wellness practitioners like doulas and midwives.

"Black History Month is about more than just our history," Middleton said. "As a country, we need to go beyond discussions of racism and slavery, and highlight Black leaders and their tremendous accomplishments despite all the odds being against them. It's crucial that we learn about and understand what happened in the history of Black Americans so we can make sure it doesn't happen again. However, it's time we also focus on what can be done, and what has been done, when we put our minds to something and are determined to make change."

Almost 80 years earlier, the movement to recognize and honor the importance of Black men and women in history was sparked by the first African American woman, Mary Church Terrell, to earn a bachelor's degree. The celebration evolved over time with the contributions, direction, and determination of many important men and women who dedicated their life's work to empowering and educating all Americans on Black history.

With far too many Black American accomplishments and contributions to recap in one article, it is important to call our U.S. Representative James E. Clyburn who is championing making "Lift Every Voice and Sing" as the country's national hymn.

"The power and importance of symbols are the reasons I believe designating 'Lift Every Voice and Sing' as America's national hymn would be a substantive step in our pursuit of 'a more perfect Union,' Clyburn wrote in a published article last year.

He has been quoted as saying, "'Lift Every Voice and Sing' has been designated the official song of the NAACP and is often referred to as the Black National Anthem. But I believe its appeal is much more universal and its words applicable to nearly every ethnic background in America. My legislation does not seek to supplant the national anthem, but to supplement it with a national hymn."

Clyburn has long been a sponsor of what he calls substantive legislation, having co-sponsored a bill to raise the minimum wage (his first bill introduction as a Congressman) and introducing one to name a new federal courthouse that had been proposed for Columbia, South Carolina, in honor of the legendary civil rights attorney Matthew J. Perry, Jr. His bill to make "Lift Every Voice and Sing" the national hymn would be symbolic, but

BEHIND Every

he believes it could help create a “climate for some very substantive accomplishments.”

Clyburn said he’s considered this effort for years, but decided to revisit it amidst intense divisions in the U.S. and the rise of a modern civil rights movement.

To recognize Clyburn and his push for the national hymn, as well as several other prominent Black Americans, the Local 1180 Civil Rights and Equity Committee, led by Member-at-Large Hazel O. Worley, presented a special PowerPoint during the February General Membership Meeting highlighting some of the great accomplishments.

Worley, along with Co-Chair Earlene Powell, Executive Board Member Debra Paylor, and Committee Members Carol Griffith and Regina Kelly, assembled a fantastic presentation that recognized the importance of celebrating Black History month.

“As we reflect on the meaning of the words in the song “Lift Every Voice and Sing”, it gives us hope and inspiration as we try to make our way out of this pandemic,” Powell said. “Lift Every Voice and Sing’ has held a powerful place in American history. The hymn is known as the Black National Anthem, but it’s more than that. It’s a history lesson, a rallying cry, a pledge of unity, and as people gather to fight for equality and justice, it is an ever-present refrain.”

For her part in the presentation, Griffith said, “Considering the year that passed, a year of reckoning and social justice movements, activism became a part of more and more people’s lives. Living in a pandemic world forced us to adapt to a new way of life.

“The Civil Rights and Equity/Community Service Committee recognizes and celebrates the contributions African Americans have made to this country. We reflect on the continued struggle for racial justice. We find solace during our storms,” she said.

That solace is what Clyburn himself, and at least 40 other House of Representative members, are hoping will come out of making “Lift Every Voice and Sing” the national hymn.

Paylor said that the song is “a civil rights hymn that speaks to the faith and resilience of African Americans.” It was sung for the first time in 1900 at the height of segregation and lynching. Its heart-rending words describe the struggle of Black people in America from slavery to freedom.

And that is what Black History Month is truly all about. ■

“This song is a civil rights hymn that speaks to the faith and resilience of African Americans.”

Lift Ev’ry Voice & Sing

Lift every voice and sing. Till earth and heaven ring

Ring with the harmonies of Liberty

Let our rejoicing rise. High as the listening skies

Let it resound loud as the rolling sea

Sing a song full of the faith that the dark past has taught us

Sing a song full of the hope that the present has brought us

Facing the rising sun of our new day begun

Let us march on till victory is won





Inspiring Kindness

Spotlighting members who Give Back to their communities

Lynne Corry Gives Because She Knows What



The Young Mother's Program where she found help was the beginning of her road to recovery. Corry said she was the model client, doing everything right in order to turn around her life and reunite with her son Tyler, who eventually joined her at the Program.

"I was having visits with him, and I was trying to become part of the community again," she said. "I knew I was done abusing my life. I was living in a very controlled environment, but that's when the magic happened. I was working on my recovery and my parenting skills in a supportive, structured setting. By the time Christmas came around though, I didn't even have a nickel to buy my son anything."

Corry tried to get donations to help children and mothers like her who were struggling. Although she was able to collect some donations, they were "not the choice items like PlayStations, but they were free."

Not being able to provide for her son during the holidays was a turning point in Corry's life. Ever since that first holiday season when she couldn't even afford the smallest of gifts, she vowed to make sure that no child went without, and no parent bore the same agony she did with no money to spare.

Since that first year of collecting donations and making the holidays happy and bright, Corry committed to returning to the facility that helped get her back on her feet every Christmas and bring gifts for the children. That's how the Annual Holiday Toy Drive began. It grew rapidly with the inspiration of her son, support of her husband Joe, and so many friends and allies, and has continued every year since.

What began as a personal project to make sure no mother at Samaritan had to feel the sadness she did that holiday without a nickel has turned into a thriving non-profit serving several thousand families yearly. For the first 10-15 years of Giving Friends, Corry relied solely on personal contacts for donations. Beginning in 2020, however, she registered Giving Friends as a 501(c)(3) and has never looked back.

"Someone suggested that I should become a non-profit. In 2020, I took a look at it and explored what was involved. The world was dropping dead in the pandemic and I was going to now start asking for money? I guess because I was doing so much to try and help, it worked out," Corry said. "As soon as I became an official non-profit, people were writing me checks. Someone donated a storage space for all our donations. The gifts just started coming in."

Caught slightly off guard by the enormity of what she had undertaken in addition to her full-time job as a Principal Administrative Associate in Parks, Corry still found time to send a hand-written personalized thank you to every donor.



Lynne Corry knows a lot about New York City's parks. Growing up, she lived near some of the city's best Upper East Side venues. Due to a change in family circumstances, however, she unfortunately ended up living in those same parks. After getting her life back together, Corry eventually obtained a full-time job with the City Parks Department, which is how she supports her family. Now, 25 years after nearly destroying her own life, Corry has done a 360 and built a nonprofit foundation from the ground up geared toward helping those who are struggling to make sure they don't end up living in those parks, too.

"I was a good girl making bad decisions," Corry said recalling her youth. "I went to school with the rich and famous, but I got involved with all the wrong things. I was in private school with all the rich kids, no supervision, and nannies watching them. They all had credit cards at a young age."

Problems at home and her parents' divorce when she was just nine years old led Corry to make some unfortunate choices — but nothing in life happens without a reason. Life's twists and turns eventually led her to where she is today.

"I wasn't at home because I didn't want to be there; I was out on the streets and in the parks," she said. "I learned how to survive out there."

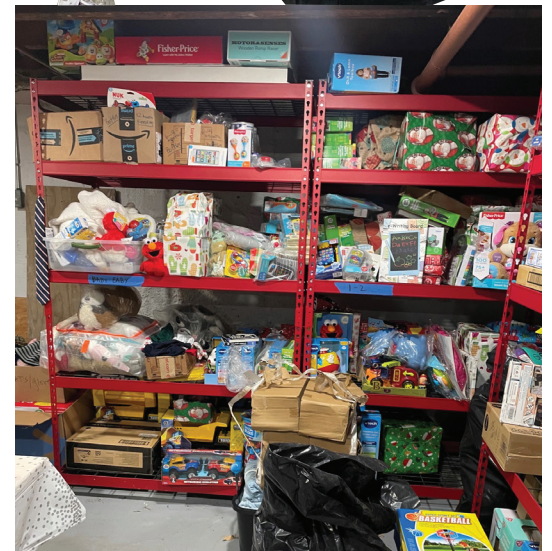
Corry worked a variety of jobs on Wall Street during the 1980s when "it was easy to make money. We worked hard and we played hard. With the money came the big party, and the spiral began.

"Addiction. Abuse. No one is exempt. My drinking and drug use got progressively worse, and I got pregnant," she said. "I ended up in an intensive treatment residence at Samaritan Daytop Village's Young Mother's Program, without my son, until I was able to demonstrate a commitment to sobriety and change. He was only nine months old at that time. But it got me off the street and out of the parks."

This is a new **Communique** feature spotlighting members who are committed to **Giving Back** to their communities. If you or someone you know would like to be featured, please send an email to mrosenblum@cwa1180.org with your name, contact information, and your "story".



By Marci Rosenblum, Communications Director



It's Like to Have Nothing

Giving Friends' mission is to support children living in social service residences by delivering smiles during the holiday season. The group hand delivers gifts and essentials throughout the year to families in need as they strive to create better lives for their families. Giving Friends provides deliveries through grassroots fundraising and community partnerships, local drives, events and corporate sponsorships. They help families living in poverty, shelters, and recovery-based treatment centers, and also provides necessities to local families in need in hopes of building a positive foundation for their future.

Although Giving Friends started as a holiday donation exercise in helping struggling families, it has turned into a year-round operation. "This isn't just about Christmas anymore," Corry said when talking about delivering a massive donation of clothing for 85 women in a shelter for a Mother's Day drive, building 20+ Mother's Day packages for the clients at the YMP, and just having finished an Easter shopping spree for vulnerable families. That's all in addition to a recent visit by Congressman Jamaal Bowman to see firsthand all the good that Giving Friends does.

Last year, Corry's Giving Friends delivered more than 12,500 items, including coats, hats, gloves, clothing, personal care items, and of course, lots of toys, to underserved families in shelters, residential treatment centers, and throughout the community. Giving Friends also distributed 30,000-plus diapers to families with children up to age four. When she saw that Local 1180 was doing a toy drive during the holidays, she stepped up to make a donation of items from her 501(c)(3). Corry reach out to Civil Rights and Equity/Community Service Committee Chair Hazel O. Worley to arrange the donation.

"I didn't even realize we had a member who was doing this kind of work," Worley said. "Lynne reached out to make this donation after she saw a flier we circulated to all our members asking for donations, and the committee was so thankful. We struggled last year because of the pandemic to collect what we usually do and Lynne's donation put us back to our usual collection. It's amazing what some of our members do after hours when they aren't at work."

What started out as helping 40 mothers once a year at the Young Mother's Program has ballooned into receiving more than 150,000 donated items continuously throughout the year and distributed on a needs basis. In addition, Giving Friends has donated to the Cinderella Project, Medgar Evers, victims of the recent Bronx housing complex fire, individual families, and even two pregnant students Corry heard about from a friend of hers.

After working a full-time job, and running Giving Friends, Corry makes sure to maintain an active social media presence so her donors can see for themselves just how grateful recipients are. "I want my donors to see the end result," she said. "I'm not just leaving donations on a doorstep of some church or some other facility. It helps them know how much good their donations are doing."

In 2006, Corry married her husband Joe who is incredibly supportive of everything she does, including looking for more functional space for the near future and obtaining outside funding for her ever-expanding organization that is run totally with the help of about 40 volunteers. She spends a lot of time with those volunteers loading and unloading deliveries, sorting, sizing, stocking, and assembling delivery bags. "It never ends but it's a good problem to have," she said. Even her son Tyler is involved. "He's a really good kid. He's proud of me," she said.

One of her many goals is to have pop-up shops with enough inventory to fill bins with a variety of items and let families actually "shop" and choose for themselves. If anyone can make that happen, it's definitely Lynne Corry.

"This isn't just about giving, but it's the message of hope. Just like it wasn't about simply putting down the drugs, but it was about the next steps. What I'm doing is redemption for everyone. All the bad I did, all the pain and suffering I put my friends and family through. The power of doing for others, it's turning the tables, balancing the scales," she said. "It's about doing the right thing. I got a second chance. My son saved my life. It's a lot of pressure when he hears me say that, so I try not to say it too much, but it's so true."

With Corry's days — and nights — filled to the brim, she still never gives a second thought to what's become her life's mission.

"I used to sleep in the parks, now I work for Parks. I used to be homeless, now I own a home. Now I have a pension and a union. All these things I didn't have 25 years ago. Who would have ever thought?" Corry said. "This is a good story not because it's about me, but because of all the good. This is what we do. Life is hard and everyone deserves to smile."

"We need to have a little fun. I've turned my mistakes into a message of hope for others," Corry said.

Yes, Lynne Corry, you most certainly have.

To donate or learn more about Giving Friends and Lynne Corry's story, go to givingfriends.org ■

Pictured opposite page: Top, Corry with her son Tyler as an infant. Bottom, Corry with her husband Joe and Tyler. This page from top: Lynne and Tyler getting ready to deliver packages, a portion of her storage facility brimming with donations, volunteers hitting the streets with packages.

MEMBERS IN ACTION

Member Dian Duke Honored by Lions Club

Congratulations to **Dian Duke (PAA 1, DEP)** on being honored by the Lions Club with the Life Membership Award for her contributions and commitment to serving her community.

Dian became a member of Local 1180 in 1997. She joined the Women's Committee and was encouraged by then Shop Steward Charlene Dunham who was retiring in Jan. 2008 to run for the position. When Duke saw a notice asking who wanted to be a Shop Steward, she called to sign up as there were only three on her floor at the time.

Duke has attended numerous rallies for various labor causes and participated in many Shop Steward workshops given by the Union. She also has empowered the members to attend the General Membership meetings and rallies so they, too, can get involved.

Duke has marched with Local 1180 in many parades pre-COVID and on numerous occasions, she has traveled to the Capitol in Albany to speak with elected officials on topics and issues of concern to the Union and its members. As if all that wasn't enough, she also has volunteered for phone banking to support Local 1180-endorsed political candidates. She is a member of the Caribbean Heritage, Women's, Civil Service, Political Action, and Book Club committees.

"Your contributions and commitment to serving your community are a true example of what it means to be both a giver and a leader. You are a shining star amongst our union's membership," said her Staff Rep Shakima Ivory. ■

Duke is pictured with Lion's Club International President Douglas X. Alexander.



President Middleton Makes Prestigious 2022 Above & Beyond List

City & State's annual Above & Beyond highlights 50 remarkable women, including advocates, entrepreneurs and other outstanding individuals whose accomplishments deserve recognition on this exclusive list. Women in New York are making gains at all levels of politics, business and the nonprofit sphere – and in sectors that were once dominated by men.

Local 1180 President Gloria Middleton was one of the women who secured a spot on this prestigious list. The write up of President Middleton is below:

"Gloria Middleton's commitment to ensuring the rights and safety of workers comes from a deeply personal place. Her father, a longshoreman with a heart condition, was forced into early retirement with no pension provision for his disability. The news devastated Middleton's family of eight children reared in a NYCHA Harlem development. "I just remember, that's vivid in my mind," Middleton recalls. "I said if I ever get a union job, I'm going to make sure I read my contract and know my rights so they will never do that to me."

Middleton worked at the New York City Human Resources Administration in many supervisory positions before joining CWA Local 1180 as a staff representative. She later served as secretary-treasurer for nearly two decades and chaired the CWA's National Committee on Civil Rights and Equity for 15 years. In 2018, she became the first Black and the first woman to helm Local 1180 as president, representing 9,000 active members. Middleton also currently sits on the steering committee of the Municipal Labor Committee and is an executive board member of the New York City Central Labor Council.

She was crucial in securing a \$15 million settlement based on the union's complaint against the city over pay discrepancies for women and workers of color, winning wage increases and back pay for 1,600 members and retirees. Securing fair pay and safe working conditions for families, Middleton says, remains the highlight of her job. "Those are the things that are rewarding and that's what keeps me working." ■



Honoring Health Care Heroes

On March 25, NYS Senator James Sanders Jr., (SD 10, Queens), invited CWA Local 1180 to attend a dinner gala honoring Outstanding Women in Health Care.

Pictured from left, front, Community Activist Earl Roberts, Shop Steward Sharen Willis, Retirees Michelle Hall-Magnum and Ashie Henry, Olivia V. Livingston, Vice-President of the Retiree; Carol Jenkins, 1180 Activist; Robin Blair-Batte, Secretary-Treasurer; Helen S. Jarrett, Mobilization Coordinator. Left-to-Right (back): Activist Tina Edwards, Retiree Diane Owens, and Ellice Vessels, Shop Steward. ■



Eleanor's Legacy Guests

Local 1180 was invited by Eleanor's Legacy to attend their special Spring Luncheon that honored Congresswoman Maxine Waters. Eleanor's Legacy, founded in 2001, takes its inspiration from Eleanor Roosevelt who said: "Democracy is not about words, but action." The group recruits, trains, and supports pro-choice Democratic women to run for state and local office throughout New York. Special guests were Governor Kathy Hochul and Attorney General Letitia "Tish" James. Attending from Local 1180 were Staff Representative Shakima Ivory, President Gloria Middleton, Supervisor of Staff Representatives Teesha Foreman, and Mobilization Coordinator Helen S. Jarrett. ■



Welcome New Staff Rep Denise Duncan



Denise Duncan began working for the City of New York in May 2009 for Kings County Hospital as an Assistant Coordinating Manager. During her 12½-year tenure there, she worked full time and attended college part time after work. She received a bachelor's degree in Business Administration with a minor in Management from Brooklyn College in 2016.

One of Denise's proudest achievements was enrolling in the Labor Studies master's degree program at the CUNY School of Labor and Urban Studies (then called the Murphy Institute School of Professional Studies) by utilizing the benefit provided through CWA Local 1180s' Education Fund. She received her master's degree in Dec. 2018.

Shortly thereafter, Denise was promoted to a Coordinating Manager at H+H Kings County. At that time, she started to feel a sense of urgency to give back in some way to her union for all Local 1180 had afforded her in obtaining her degree.

She remembered attending several Brooklyn Borough Community Coordinating Committee Meetings and saw how committed and dedicated all the union staff were in ensuring that the members were aware of their union rights and benefits. She also felt empowered by all the information she gained at those meetings and realized she wanted a way to share that information with her coworkers.

"That is the reason I decided to become a Shop Steward at my agency in 2018," she said. "During my Shop Steward days, I was mentored by many of the union staff and given the tools and resources I needed to assist our members with any questions, concerns, or issues in the workplace. I enjoyed participating in Kings County Joint Labor Management Meetings. I was able to take what I learned and share it with our members. I also was able to represent our members at counseling sessions and supervisory meetings. All of these experiences helped mold me into the Staff Representative I am today. It has added value and purpose to my life."

Denise is a huge advocate for fairness and equality in the workplace. When she is not working on behalf of the members she represents, Denise loves to read, watch documentaries, travel, cook, and stay active as much as possible.

"I am thrilled to be a part of the Local 1180 team. I look forward to working and serving our members with the same enthusiasm I had when I was a Shop Steward," she said. ■

Staten Island BCCC Attends Annual Awards Dinner



Members of the Staten Island Borough Community Coordinating Committee (SIBCCC) attended this year's Democratic Organization's 2022 Annual Awards Dinner. Chair Rosario Roman said it was a chance for members to network with local politicians and continue to make Local 1180 well known throughout Staten Island organizations and the community. Pictured are SIBCCC Co-Chair Dolores Andino, Members Amoy Barnes, Sara Blas, Tameka Murray, Mary Orlando, and Javonne Parker, and New York State Senator Jessica Ramos. ■

Rallying to Support SI Amazon Workers



On Sunday, March 20, Local 1180 members came out in full force to rally in support of Amazon Workers on Staten Island trying to unionize. Spearheaded by Local 1180 Mobilization Coordinator Helen S. Jarrett, the 1180 contingent joined forces with hundreds of others who came to send the same message to Amazon: let your workers unionize. Left photo from left: CWA Local 1102 President Steven Lawton, CWA Retiree Ilene Winkler, and Jarrett. Right photo: Christopher Smalls, Amazon Labor Union (ALU) President, and Selina Grey, Organizer, New York State Nurses Association. ■



GINA STRICKLAND

First Vice President

Mental Health in a Post-COVID World

No one can argue that it's been a long two years. No matter how you think about it, the last 24 months, or 104 weeks, or 730 days, have changed the way we live.

While we all face challenges every day that can be stressful and overwhelming, causing us to have emotional moments filled with rage, frustration, and even tears, the last two years have brought about challenges so unique that even mental health counselors have had to adjust to dealing with them.

Social distancing and quarantining have led to isolation that even the best of the homebodies have struggled with. Almost everyone we know has lost someone, be it a relative, friend, co-worker, neighbor, associate, or just the person they bumped into every morning in line waiting for coffee.

The strongest amongst us, those on the outside who always looked the most put together and like they could handle anything, became just like the rest of America — stressed and anxious.

social worker. Members are entitled to receive up to \$300 in reimbursable expenses for out-of-pocket costs associated with seeing any of these mental health professionals. This also applies to our retirees.

One of our main goals at Local 1180 is to make sure to provide our members and retirees with benefits that make sense, and to update our benefits as the needs change. While we have published so much information on the benefits we offer, far too many of our members still do not realize you are entitled to get reimbursed the \$300 annually.

While mental health services are covered under your city health insurance plans, members could still have out-of-pocket costs associated with co-pays, some services that might not be covered, or utilizing the services of an out-of-network provider.

That's why it's so important for all our members to constantly update themselves on the benefits available through the Local 1180 Funds. A short description of each benefit is on the Benefits Fund section of our website, and each benefit links to a more detailed PDF description.

We also just updated our website to include the new Summary Plan Description for both the Active Welfare Fund and the Retiree Welfare Fund. Those SPDs have **all** the information about each benefit.

Of course, we also have a fully-staffed Benefits Fund department that is available during working hours to answer all your questions and to provide you with additional information and help, not only about mental health services, but all the benefits we offer.

Mental health in a post-COVID world has become the focus of so many research studies. There's definitely an urgent need to reorganize existing mental health services to address the current unmet needs and prepare for the long-term ramifications.

Our society's most vulnerable populations and those with high-risk factors are the most at risk. Adults, children, adolescents, and families have been impacted by the loss of a structured support found in schools, childcare facilities, and even physical workplaces. Many marriages have faced the ultimate test when both partners are working from home. The magnitude of COVID in the last two-plus years has been unthinkable.

The mental health burden now faces an even tougher challenge — not enough mental health counselors to handle the number of people seeking services.

Reports of therapists not accepting new patients and others not equipped with the right skill sets are exacerbating the already existing problem of Americans being put on waiting lists to see the best qualified mental health providers.

At 1180, we have seen a rise in the number of members calling the union for help seeking providers. We've heard story after story from members about their inability to adequately deal with the last two years and how it's changed everyone.

Members are more on edge, worried about the entire workforce returning to the office, future possible outbreaks, the debate over whether to get vaccinated and now boosted, and then boosted again, and whether the City of New York has learned enough from the past two years to handle a similar type situation down the road if one should occur.

We are also getting plenty of calls from members who simply cannot find a mental health provider at all. There has apparently always been more of a demand for services than there are mental health providers to provide them, according to many reports I've recently read in order to work on ways the union can help.

You are not alone. Your union is here to help you. If any member or retiree is struggling, please reach out to us. Call your Shop Steward or your Staff Rep. If you are a retiree, please be in touch with the Retiree Division. There is no shame in asking for help. In fact, it could be a life-saving move on your part.

Also, please pay attention to those around you. Do they seem different? Stressed? Anxious? Unable to cope? Have they talked about issues at home? With their children? Their spouse or partner?

If any of this rings true, please encourage them to reach out as well. Surviving the past two years and being able to adjust has not been easy for any of us. Our new reality still may not be easy for some.

By working together, we can make huge progress in ending the stigma that comes along with seeking mental health services. Mental health in a post-COVID world is part of the new reality. ■

As part of our enhancement to our Benefits Fund, we have restructured the mental health benefit to include out-of-hospital mental health services of a licensed psychiatrist, psychotherapist or psychologist, or certified social worker. Members are entitled to receive up to \$300 in reimbursable expenses for out-of-pocket costs associated with seeing any of these mental health professionals.

Mental health unfortunately has always come with a stigma. While Americans never hesitated to talk about going to see their doctor for a stomach ache, or their dentist for a tooth ache, they certainly did **not** talk about going to see a therapist for mental aches. The negatives associated with seeing a social worker, a psychologist, or a psychiatrist were far too much to bear and could bring on even more stress.

But COVID has changed more than the way we socialize. It also has changed the way America thinks about mental health. That also goes for Local 1180.

As part of our enhancement to our Benefits Fund, we have restructured the mental health benefit to include out-of-hospital mental health services of a licensed psychiatrist, psychotherapist or psychologist, or certified



M-3 Technology Scholarship Winners

PRAISE UNION

for Finding Ways to Help Members



Michele Adams



Courtney Mapp



Kyle Coleman

Ten Local 1180 members were the recipients of this year's M-3 Technology \$1,000 education scholarships that are awarded to members and family members who applied via an application sent out by the company. M-3 Technology is a Local 1180 vendor of insurance programs and services and teams up with the union to help advance educational opportunities.

Michele Adams, an Assistant Director at Elmhurst Hospital Center, applied for the scholarship to help offset the costs of her attending Touro College Graduate School of Social Work, where she is completing her final year and expects to graduate this spring.

"The 1180 scholarship helped by allowing me to be more selective in how I spend my time. As a result, I was able to maximize my graduate Social Work experience by engaging in internships helping vulnerable populations," Adams said. "The 1180 scholarship has been supportive of my educational endeavor, and it meant a lot to me as a source of financial assistance."

Adams is one of the H+H Assistant Directors that Local 1180 has been fighting for years to create. "I found out about the scholarship by attending an online 1180 event, and proceeded to go to the 1180 website in great hopes of being selected for a scholarship. I am focused on attaining a graduate degree in Social Work because I simply enjoy advocating for underserved people by organizing programs and services to improve their quality of life," she said.

Nicole Dorsey, Administrative Manager at Department of Homeless Services, is another Local 1180 member who took advantage of the opportunity to apply for the scholarship.

"Thank you for the opportunity we have received. We are truly grateful," Dorsey said upon hearing the news that she won a scholarship for her daughter Courtney Mapp.

Mapp, a business major currently in her second semester at SUNY Albany, plans to graduate in May 2025. "I was so excited to learn that I was a recipient of the Local 1180/MP 3 Technology Scholarship," Mapp said. "I am so grateful for the generous financial support toward my higher education. By awarding me with this scholarship, you have helped me to make my dreams and goals a reality. I can focus on my education and doing well in my classes. I hope one day, in turn, I'll be able to give back and help other students reach their goals."

Marie Coleman, PAA, at the Finance Administration applied for the scholarship in hopes of being able to help her son Kyle who is attending Queens College majoring in computer science.

"I am extremely honored to receive this scholarship award from Local 1180 and MP3 Technology. This is important to me because it will help me pursue my dreams, which include the potential to help others. I am glad to have the opportunity to attend school and pursue my goals comfortably," Kyle wrote in thanks to Local 1180.

"I chose computer science because it is one of the most important majors for the world's future. Computer science helps people, rich and poor, have the ability to learn and share information they otherwise couldn't. This eventually makes the world a better place," he said. ■

CONGRATULATIONS TO THE SCHOLARSHIP WINNERS

Michele Adams

Assistant Director
Elmhurst Hospital Center
Self

Helena Armioia

Administrative Manager
Dept. of Environmental Protection
John Armioia (Son)

Candace Brown

Principal Administrative Associate
Dept. of Social Services (HRA)
Taelajah Scott (Daughter)

Marie Coleman

Principal Administrative Associate
Finance Administration
Kyle Coleman (Son)

Nicole Dorsey

Administrative Manager
Dept. of Homeless Services
Courtney Mapp (Daughter)

Romanus George

Coordinating Manager
Kings County Hospital Center
Geraldine Constant (Spouse)

Savo JovaNoviz

Computer Associate Tech.-Support
Brooklyn District Attorney
Luka JovaNovic (Son)

Joey Marmol

Assistant Coordinating Manager Elmhurst Hospital
Self

Tynnetta Medley

Administrative Manager
Department of Investigation
Janai Wilcox (Niece)

Lee Franklin Murray

Principal Administrative Associate
Department of Education
Anastasia Norman (Granddaughter)

JUNE 2022
ENDORSEMENTS

DEMOCRATIC PRIMARY

STATEWIDE RACES



Kathy **HOCHUL**
Governor



Chuck **SCHUMER**
U.S. Senator



Letitia **JAMES**
Attorney General



Thomas **DiNAPOLI**
Comptroller

CONGRESS



Carolyn **MALONEY**
12th District



Jamaal **BOWMAN**
16th District

NEW YORK STATE SENATE



Jessica **RAMOS**
13th District
Queens



Leroy **COMRIE**
14th District
Queens



Elizabeth **CROWLEY**
17th District
Queens



Kevin **PARKER**
21st District
Brooklyn



Robert **JACKSON**
31st District
Manhattan

NEW YORK STATE ASSEMBLY



Andrew **HEVESI**
28th District
Queens



Vivian **COOK**
32nd District
Queens



Inez **DICKENS**
70th District
Manhattan



Al **TAYLOR**
71st District
Manhattan

NYC Mayor Announces Juneteenth

Juneteenth will be a paid city holiday for New York City workers beginning this year.

"As the second Black mayor of New York City, I know that I stand on the shoulders of countless heroes and sheroes who put their lives on the line to secure a more perfect union," said Mayor Eric Adams during a press briefing on April 11.

Juneteenth marks the anniversary of the day when federal troops in Galveston, Texas in 1865 announced that all enslaved people were free, two and a half years after President Abraham Lincoln issued the Emancipation Proclamation. Juneteenth is recognized as the effective end of slavery in the United States and is considered the longest-running African American holiday.

Juneteenth became a federal holiday on June 17, 2021, when signed into law by President Joe Biden, becoming the 12th federal holiday and first new one since Martin Luther King Jr. Day. "As President Biden made it a federal holiday last year, I am happy that Mayor Adams responded in kind to make this a holiday this year and going forward for New York City," said **Local 1180 President Gloria Middleton**.

Adams said that Juneteenth is a time for "reflection, assessment, and self-improvement. People across the country of all races, nationalities, and religions unite on this day to



truthfully acknowledge the stain of slavery and celebrate the countless contributions of Black Americans. Holding a mirror to our nation's past atrocities is never easy, but it is necessary. I hope this will be a day that allows you and your families to connect together."

Since Juneteenth was declared a national holiday, and the former NYC administration officially recognized the day, Local 1180 and other New York City labor unions have been asking to have the day included as a paid holiday.

Adams said this decision is long overdue, which is why it will immediately take effect this year. As Juneteenth falls on a Sunday, city employees will be provided a paid holiday on Monday, June 20. ■

HISTORIC STATE LAW GIVES DOMESTIC WORKERS BASIC PROTECTIONS



Two state bills signed into law earlier this year by Gov. Kathy Hochul expand benefits and protections for hundreds of thousands of domestic workers in New York, including those working through the National Domestic Workers Alliance where Local 1180 represents members.

The first new law writes domestic workers into the Human Rights Law of New York State, thereby protecting them from workplace harassment and discrimination. Previously, the Human Rights Law excluded domestic workers from almost all protections.

The second law extends paid family leave benefits to domestic workers who work at least 20 hours per week, giving them both paid family leave and temporary disability insurance. Prior to this legislation becoming law, domestic workers needed to work at least 40 hours despite a 20-hour minimum applying to all other industries.

"It was unfair that these workers were excluded from the basic protections of human rights law like sexual harassment," said **Local 1180 President Gloria Middleton**. "Domestic workers provide much-needed care for so many, and now they will have the benefits of care when they themselves need it."

Domestic workers have their own families to take care of in addition to the families they typically work for. Because they often are the only employee of a single family, they have been excluded from any type of basic human rights protections.

The legislation's sponsor, Assembly Member Jenifer Rajkumar, said, "With a new year comes a new era of dignity and respect for our domestic workers. They are a cornerstone of our economy and our society. By caring for our children, our aging parents, and our loved ones with disabilities, they allow so many of us the flexibility to pursue careers. Domestic workers deserve the same freedom from discrimination and harassment afforded anyone at an office desk. Domestic workers, overwhelmingly women of color and immigrant women, will now be treated with dignity and respect."

Domestic work is one of the fastest growing industries in the country, with 300,000-plus domestic workers and 2.7 million households relying on them in New York State alone, according to the National Domestic Workers Alliance. In New York State, 93% of domestic workers are women, 69% are immigrants, and 30% are African American. ■

FEDERAL LAW PROTECTS AGAINST SURPRISE MEDICAL BILLS

There won't be any more surprise medical bills for patients with the new federal "No Surprises Act" that took effect Jan. 1, 2022. This law protects patients from the notorious "surprise medical bills" often received when medical care is provided by out-of-network hospitals, doctors, or other providers they did not choose.

These bills often pose financial burdens on consumers when health plans deny out-of-network claims or apply higher charges from out-of-network providers. Non-emergency services, such as anesthesia, are often provided by out-of-network providers at in-network hospitals and facilities without the patient's knowledge. This has been a large problem for patients as doctors don't work for the hospital or participate in a consumer's health plan, which can result in the receipt of an unexpected bill.

Surprise medical bill protections apply to most emergency services provided in hospital emergency rooms, urgent care centers, and emergency and non-emergency air ambulance transportation.

Similar legislation already in effect in New York State only applies to insurance companies, while the new federal law covers insurance companies and self-insured employer-provided health plans. New York City employees covered by insured City health plans and New York State employees covered by the New York State Health Insurance Program are covered by the state law.

These laws require health plans to hold patients harmless by covering surprise out-of-network claims and only apply standard in-network copays, coinsurance, and deductibles.

Health plans and providers must negotiate the payment of surprise medical bills, and if unsuccessful, an independent dispute resolution process will determine the amount to be paid. This process should happen automatically between the out-of-network provider and the patient's health plan for any covered service without the patient knowing. However, if a patient does receive a surprise bill, they should immediately contact their plan. ■



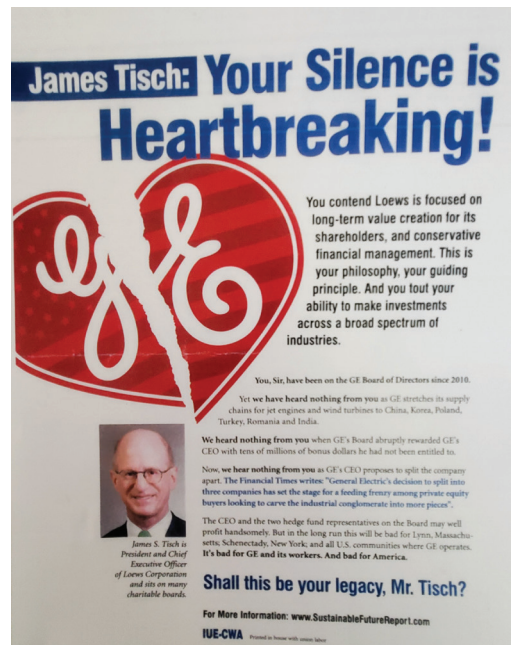
MEMBERS IN ACTION

Mobilizing for CWA Brothers & Sisters

IUE-CWA in Daytona, Ohio, reached out for mobilizing help with their campaign “Don’t Destroy GE: Re-invest In America” and New York answered the call. Local 1180 members came out to send a strong message to GE Board Members James Tisch, President and CEO of Lowes Corporation, and Ash Carter that their silence on the company’s proposal to break GE into pieces is just wrong. “They needed help letting James Tisch and Ash Carter that remaining silent while GE is torn apart and workers lose jobs is heartbreaking,” said **Local 1180 Mobilization Coordinator Helen S. Jarrett**.

After Local 1180’s leafletting campaigns, Tisch stepped down from the board on March 15. One day later, on March 16, Local 1180 members leafletted to send the same message to Ash Carter, Former Secretary of Defense and Director of Belfer Center, Harvard’s Kennedy School of Government. “He, too, sits on the board in silence! This is a great win for IUE-CWA,” Jarrett said. “Local 1180 is proud to have helped this cause.”

Thanks to all the Local 1180 members who came out in the cold weather to help CWA brothers and sisters working at GE. ■



Shop Steward Retirements

VALARIE FRANCIS-WILLIAMS



Shop Steward **Valarie Francis-Williams** (PAA II, NYC Housing Authority) will retire on July 1, 2022, with 36 years of outstanding and dedicated service to the City of New York. However, her official last day of work was Dec. 30, 2021.

Local 1180 presented Francis-Williams with a plaque and certificate in honor of her commitment to the Union and its members. "In recognition of 36 years of exemplary service given in the interest of the people of New York City. We would like to take this opportunity to express our sincere appreciation."

Francis-Williams started working with the New York City Housing Authority in 1984 with the Office of the Inspector General as an Office Aide. She was an active member of DC 37's Peoples VIP. The titles were changed and after a year of maternity leave, she became an Associate Word Processor, which was equal to Office Associate.

Francis-Williams then was assigned to Economic Initiative and Development as the Secretary to the Deputy Director where she was certified in place in 2000 to the title of Principal Administrative Associate and became a Local 1180 member. The office of Equal Opportunity needed a Secretary to the Director, so she applied and was promoted to Principal Administrative Associate Level 2 in 2002. She took a lateral promotion to the Application and Tenancy Administration Department to supervise a staff of 10.

After working several years at that location, a co-worker asked if she would be interested in being a Local 1180 Shop Steward. As an active member in good standing, she ran for the position and was elected. "As a Shop Steward, I thought it was a great way of assisting my fellow members," Francis-Williams said. ■

SYLVIA GILLESPIE-EWART

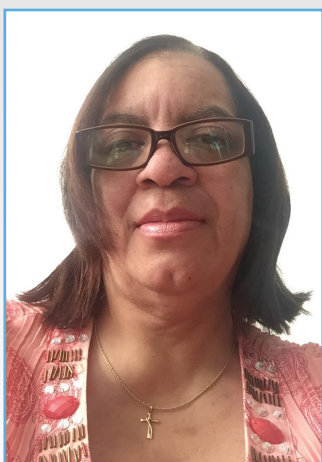
Shop Steward **Sylvia Gillespie-Ewart** (Admin Manager, Administration for Children Services) retired on Feb. 1, after working for the City of New York for 41 years. She started as an Office Aide in 1980 for the Human Resource Administration Food Stamps Agency. She was then promoted to an Office Associate and started to work for the HRA Administration for Child Development.

In 1990, Sylvia was again promoted to Principal Administrative Assistant, a title she held until 2019, when she became an Administrative Manager for the Administration for Children Services. This is where she really began to get involved in the Union and was elected as a Shop Steward by her co-workers.

"My motto is 'an injustice to one of us is an injustice to all of us,'" she said. That is a motto Gillespie-Ewart lived by as she fought to defend her members constantly on the job, making sure that their rights were protected, and reaching out to Local 1180 representatives for assistance when she saw something was wrong.

Gillespie-Ewart took advantage of a Local 1180 education benefit that allowed her to attend Queens College and earn her Bachelor of Science degree. "I am grateful to have been given the privilege to be a part of Local 1180 and look forward to helping my Union in any way that I can," she said. As Sylvia heads into retirement, she said she has lots of plans for the future. "I love being around my family and friends, I enjoy traveling with my spouse, decorating, and arts and crafts."

Pictured, Staff Rep Anthony Lewis presents Gillespie-Ewart with a plaque from Local 1180 recognizing her 42 years of outstanding and dedicated service. ■



DEBRA JONES

After 39 years of service with HRA, **Shop Steward Debra Jones** (PAA) said goodbye.

"It's time to part ways. How lucky I am to have something that makes saying goodbye so hard. Today I will begin the next chapter of my life," Jones said in announcing her retirement.

Jones was first hired in 1981 as an Office Associate for Miscellaneous Auditing Division. She spent time at Welfare Center 61 and from there, went on to the Child Support Unit where she was appointed to the position of PAA 1.

During her time as a PAA, Jones worked at several Food Stamp Sites from 1996 until her retirement.

Jones first became a Shop Steward in 2010, a moment she defined as "one of the highlights during my journey with HRA.

"I love working with and helping other people. CWA Local 1180 was there for me in my time of need, so I felt it was only right to help the next person."

The past two pandemic years played a part in her retirement decision. "It is time to do me and continue to enjoy life," she said. "This has been a tough couple of years for everyone, so I felt like this was my time to venture out. I wish everyone the best and it has been a pleasure working with everyone." ■

PRIVATE SECTOR SHOPS

AUDUBON WORKERS IN 11 STATES & REGIONS FORM UNION WITH CWA

Workers at 11 state and regional offices in the National Audubon Society voted overwhelmingly in December in favor of forming a union with the Communications Workers (CWA) of America in official National Labor Relations Board (NLRB) elections.

The vote caps the workers' year-long effort to secure stronger health care, job security, and a voice at the table for all workers regardless of race, gender, or background. Audubon workers will join the Audubon for All Union, which began at Audubon's national headquarters where members voted to form a union with CWA earlier this year.

Audubon employees began organizing to form a union after facing two rounds of layoffs in 2020, including one on Earth Day, and having the cost of their health care increased amidst the pandemic. Workers also point to the fact that all major decisions at Audubon have been made by executives behind closed doors.

December's wins are part of a sweeping push by Audubon workers nationwide to secure union representation, and includes workers in the Northeast (New York and Connecticut), Upper Midwest (Iowa, Minnesota, Missouri), Southwest (Arizona and New Mexico), the Great Lakes (Illinois, Ohio, Michigan, Wisconsin), the Mid Atlantic (Pennsylvania, Maryland), North Carolina, Nebraska, Washington, Alaska, Vermont, and California. In total, these 11 regions account for more than 120 Audubon employees who will be represented by CWA Local 1180, in addition to the 131 workers at the national headquarters.

Audubon is the latest of a number of environmental groups, including The Center for Biological Diversity, Sunrise Movement, the Sierra Club, 350.org, Physicians for Human Rights, and Greenpeace, whose workers have formed unions. Audubon workers add to the growing number of conservationists and climate activists paving the way for a stronger alliance between labor and environmentalism.

Further fueling the drive to organize was Audubon's toxic culture that created countless barriers in the workplace – primarily for women and employees of color – and was confirmed by an independent audit. Audubon is one of many environmental organizations grappling with its racist history, and workers there view a union as their best opportunity to address those concerns. These wins insure workers a seat at the table as they look to build an Audubon that values the voices and ideas of all employees, not just the decision-makers at the very top.

In Jan. 2022, Audubon replaced their former legal representatives with Athena Buenconsejo of Sagacious Leadership. Buenconsejo was previously a labor relations director for Alameda Health System, which operates five hospitals in California. In Oct. 2020, after bargaining under her leadership stalled for months, the staff union went on strike. To meet the workers' demands, AHS management removed Buenconsejo from its bargaining team, which allowed the union to progress in negotiations.

Since then, Audubon has become the only non-profit shop represented by Local 1180 to refuse to bargain during the workday, forcing members of the Bargaining Committee to negotiate on weekends and until midnight during the week so members and representatives from all of their offices can be included. Rank-and-file members have proudly exercised their right to collectively bargain by showing up to the meetings outside work hours while no members of Audubon's senior leadership have shown up during negotiations.

"It just shows that they have no respect. They don't respect that we represent over 200 people. If they can't show us this level of respect after we have voted for a union, that's exactly why we need one," said **Sonceyrae Kondrotis**, one of the Bargaining Committee members.

When told that every other Local 1180 non-profit Bargaining Committee has been able to do their work with accommodations to bargain, Buenconsejo asserted that staffers who could do both might only need to be employed on a part-time basis,



Audubon workers shared selfies of themselves mailing their ballots to the NLRB, both as a tactic to get out the vote, and to show management that last-minute union busting wasn't working. Pictured clockwise from upper left: Sharon Bruce (NY/CT), Refugio Mariscal (Great Lakes), Diana Wilson (NT/CT), Ben Graham (North Carolina), Allison Christenson (Nebraska), Pedro Hernandez (California), Zack Boerman (NY/CT), and Cacey Wilken (Nebraska).

implying that anyone who can finish their work and bargain should have their full-time position reconsidered. In addition, management also has questioned the need for accountability for staff that intentionally refuse to use their colleagues' preferred pronouns.

Despite Audubon's continuous disappointing behavior, the unionized staff continue to show solidarity with their transgender colleagues in response to management's comments by holding collective actions on internal communication channels. The staff have also demonstrated a commitment to the movement by reaching out to other unionized environmental groups to plan activities between Earth Day and May Day.

The unionized staff at Audubon are represented by Local 1180 Staff Representative Chris Thomas, District 1 Rep. Luis Benitez-Burgos, three staff members from Audubon's national office, and three from Audubon's centers across the country.

CWA Local 1180 organizer Leslie Fine worked on these elections with a team that included former OSF Shop Steward Renata Peralta, CWA staff TITLE Erin Mahoney, and others from across CWA's National Organizing Department.

Follow Audubon for All on Twitter and Instagram @audubonforall ■

UNION BARGAINING VICTORIES IN PRIVATE SECTOR SHOPS

Local 1180 continues to break new ground in terms of progressive language in our private sector contracts. Our bargaining committees are pushing for more inclusive language within the anti-discrimination clauses, more objective and collaborative and objective processes within our proposals around discipline, and greater degrees of structure and opportunity for members within the layoff clauses.

This progressive language being negotiated in the National Domestic Workers Alliance (“NDWA”), Sunrise Movement, and Amnesty International, on top of the 6% COLA increases that we were able to get our members at Amnesty International and NDWA, is setting us up for an ambiguous year.

Bargaining Updates

AMNESTY INTERNATIONAL



Amnesty International – Local 1180’s members at Amnesty International overwhelmingly ratified their new contract on April 18, 2022. “We are very proud of the milestones and gains that we have made in their contract,” said **Private Sector**

Staff Rep Christopher Thomas. The contract proposal includes ground-breaking layoff language, generous annual increases of our negotiated proposal or COLA, depending on which is higher, and established temporary increases for staff who are covering the work of their colleagues or supervisors. Staff at Amnesty have been dealing with capacity issues since before the pandemic, and the Bargaining Committee believes that these enhanced clauses will allow members to get some well-deserved additional pay.

Members will receive a 3.5% annual increase, or COLA, whichever is greater. This year, the COLA was higher so members received 5.9%. In addition, they will get increased longevity, a guarantee that non-union members will not be allowed to do union work, an increased ability to three months to use comp time, additional paid holidays to include Veteran’s Day and Juneteenth, and the ability to use sick time for mental health,

Members who sat on the Bargaining Committee were Daphne Eviator, Christina Saenz, Fatimah Hassan, and L. Francisco.

NATIONAL DOMESTIC WORKERS ALLIANCE

National Domestic Workers Alliance “NDWA” – We are in the final stretch of bargaining! NDWA recently passed their counter proposal on wages, and the Bargaining Committee is hard at work

to respond. NDWA will be the first of the Local 1180 non-profits to implement a “wage table” and “job families” in their workplace. A wage table is a method of paying employees that is typically used in the public sector or inside of unions. It is more rigid than everyone negotiating their own salaries, but comes with the benefit of greater transparency and equity. The job family’s concept is one that helps employers and employees understand the salary ranges of different positions in the company more easily. “We are incredibly excited for the direction that this has gone in and look forward to trying to implement these more transparent and equitable methods of compensation in our other shops,” Thomas said.



Sunrise Movement – Sunrise has been on a roller coaster with its recent success, and current struggles leading to a restructure and significant layoffs. Despite mistakes

and lessons learned, Sunrise management has invited the Bargaining Committee to provide an unprecedented amount of input and collaboration on the layoff process and suggestions into their new structure. While Local 1180 is unhappy with the layoffs, the decisions that led to them and the timetable in which solutions had to be worked on, there was effort on both sides that gives some insight into what a true internal collaboration could look like when the workers are able to provide genuine input into forming the structure of the organization. Staff Rep Christopher Thomas said this is all a positive first step to one day having workers be part of the decision-making process. Sunrise is proposals away from finishing their first contract, but hopes to wrap it up by May.



Audubon Society – With three bargaining sessions complete,

Audubon remains the only one of Local 1180’s 17 nonprofit shops that refuses to bargain during the workday, thereby forcing members of the Bargaining Committee to meet on weekdays between the hours of 9 p.m. and midnight, or on weekends. Adding insult to injury, none of Audubon’s senior leadership have shown up to any of the bargaining sessions, but have left their outside consultant to represent them. Union members, meanwhile, continue to show up in full support at all hours. “This behavior has been illustrative of Audubon’s attitude toward the unionization process since the time of their organization,” Thomas said. The Bargaining Committee will continue pushing forward, but Local 1180 intends to speak with Audubon’s leadership to discuss why their actions aren’t living up to their word.



Type Media – Type Media has begun to bargain its second contract, and its first since separating from its parent company. As a young publishing company, bargaining has illustrated all of the issues that non-profits today are dealing with, such as the rising cost of health care, lack of funding in the field, and less-than-ideal capacity. Even with all of those factors, the Bargaining Committee continues to prioritize best practices and transparency, to hold management accountable for their decisions, and make sure that those decisions aren’t hidden from the workers. Bargaining continues to move forward at a typical pace.

about our members

Condolences to **Local 1180 Member-at-Large Hazel O. Worley** on the passing of her niece Jacqueline "Jackie" Pridgen-Pellew on Jan. 9, 2022. ■

Condolences to **Retiree Division Director Suzanne Beatty** on the passing of her father, Lloyd Simington Creary, on March 3, 2022. ■

Condolences to **Local 1180 Recording Secretary Lourdes Acevedo** on the passing of her daughter Amy Acevedo on Feb. 6, 2022. ■

Condolences to the family of **Abigail "Gayl" Johnson** (Administrative Manager, DSNY) who passed away on Dec. 13, 2021. "I personally am devastated as she has been a friend and loyal to this Local since I met her in 1995," said President Gloria Middleton. "She played an intricate part in us obtaining information and ultimately winning our Administrative Manager lawsuit. Gayl had some health issues, but she returned to work recently and was planning her retirement. May she Rest In Peace." ■



Congratulations to **Sally McMahon** (PAA, DSS) who retired on Dec. 31, 2021, after 37 years working with DSS/HRA. McMahon began her career as an Eligibility Specialist III at Job Center 72 in Brooklyn working with clients from June 1984 through March 1988, which made her a DC 37 member. In April 1988, she was promoted to a PAA I as a Unit Supervisor, and became a member of CWA Local 1180. In Aug. 1994, she moved to the Bureau of Case Integrity and Eligibility Verification as a PAA II (Field Auditor).

"I have been a proud member of CWA Local 1180 as the union has always represented me when I needed them," McMahon said. "Being a part of Local 1180 has always made me feel secure in my job and the benefits they provide have been crucial in being able to provide for my family. I have encouraged my children to follow in my foot steps in securing union positions."

McMahon said she plans to do some traveling and spend quality time with her family. **Staff Rep Anthony Lewis** presented McMahon with a Local 1180 certificate honoring her time with the City and dedication to Local 1180. ■

Local 1180 wishes all retirees well in the next phase of their lives. ■



Congratulations to former Local 1180 President **Arthur Cheliotis** on once again becoming a grandfather. Son Peter and his wife Jessica welcomed a baby girl on Dec. 31, 2021, at 12:11 a.m. Tessa Blake was 8 lbs. 3 oz. and 20". ■



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.

MEMBERS with the LOCAL 1180

UNION STRONG MOBILE APP

RECEIVE

- **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

CIVIL RIGHTS & EQUITY/COMMUNITY SERVICE COMMITTEE UPDATES 2021 TOY DRIVE

While the Local 1180 Annual Toy Drive was impacted by COVID-19 through a decrease in donations, the need for toys was as strong as ever. The Civil Rights & Equity/Community Service Committee persevered, though, and was able to make the holidays a little brighter for so many children and families through the generosity of Local 1180 members who braved the harsh December weather and made their way to the union to drop off their donations.

Additional help came from Local 1180 elf member Lynn Corry (see story on pages 10-11) who made a large additional donation through her organization Giving Friends. Her donation of toys, winter coats, pajamas, and clothing allowed the Committee to help the Brooklyn Cinderella/Young Men's Project, Medgar Evers College Developing Restoring Enriching Advancing Many (D.R.E.A.M) Foundation, and Veterans of Elmont American Legion Post 1033.

Gwendolyn Richardson, CEO of the Brooklyn Cinderella/Young Men's Project, wrote and expressed her sincere thank you for the donations Local 1180 provided to her organization.

"The sponsorship offered help with their family's Christmas wishes," Richardson said. "They were able to provide their adopted families with all the trimmings thanks to your generous sponsorship. We adopted families from Shriners Children's Hospital and Brooklyn Family Shelter, and a family of six who lost everything in a fire. We provided, toys, food bags, clothing, and Christmas gifts to all the families. All parties were grateful."

DeCosta Headley, Founder of the Developing Restoring Enriching Advancing Many (DREAM) Foundation, thanked Local 1180 for the generous donation.

"The concern and consideration for the students we serve in the Medgar Evers Transition Academy was appreciated. The students were extremely grateful for the toys, clothes, shoes, and coats for the holiday season," Headley said. "Every student we greeted was overwhelmed with gratitude because of the items you donated. The D.R.E.A.M. Foundation's mission is to continue interconnect with organizations such as CWA Local 1180 to provide support for those in need. Thank you for being a co-collaborator with us."

Elmont American Legion Post 1033 said the contribution to their holiday party was greatly appreciated and helped them assist with gifts to children of active and veteran military families.

Hazel O. Worley, Committee Chair, said that despite all of the pandemic chaos, members still pulled through. "As always, our members demonstrated true community spirit and we appreciate everyone for whatever they donated so we could continue helping as many families as we could." ■



Fill the Fridge for Those in Need

The Civil Rights and Equity/Community Service Committee teamed up with the Brooklyn Borough Community Coordinating Committee (BBCCC) to help provide food to those in need through the Fill the Fridge Campaign.



This program was introduced to Local 1180 by former BBCCC Chair Verna Finley to allow the Union to be more visible in the community while also helping the food insecure, particularly during holidays. While usually done in Brooklyn alone, the most recent undertaking was a collaboration in all boroughs, with members providing all types of non-perishable foods like rice, beans, breakfast bars, hot/cold cereals, pasta, tuna fish, and canned vegetables and fruit.

In the BBCCC, Facilitator/Executive Board member Hazel O. Worley, Committee Member Regina Kelly, 1st Vice President Gina Strickland, Executive Board Member Helen S. Jarrett, BBCC Chair Rhonda Joseph, and Local 1180's Deborah Valentin braved some extremely cold days to make sure the food collected was placed into the fridges.

Earlene Powell, Co-Chair of the Civil Rights and Equity/Community Service Committee, made a special donation to the project, saying it was her way of helping those in need. Kelly agreed. "It was a blessing to help others in these difficult times. The struggle is real and giving back to the community is a heartwarming experience."

Members said they were amazed that the need for community fridges is so great. "It's heartbreaking to know some residents were so anxious for food they didn't give us an opportunity to even take the food out of our bags before they were taking the food from the fridges," Worley said.

While at the Tompkins Avenue location in Bedford Stuyvesant, Worley spoke with some of the community members who expressed their tremendous thanks. "I live in this community. It's very helpful when people donate food to this fridge because things are very hard right now. When food is donated, I and others in the community can get things for our families," said one resident who stopped by for food. Another said, "It's a big help because times are hard and when you're on public assistance, you don't get much money. This is a hug help. Thank you so much."

At the Pakistani American Youth Organization on Coney Island Avenue in Flatbush, Worley met with the founder of the organization, Waquil Ahmed, and community activist Jabaran Akram, who both expressed their gratitude. "We are really thankful for you guys coming to fill their fridge. It was empty before you came. This is very helpful for those in need. We do not have a lot of people who come to help fill it up," Ahmed said.

After the campaign was finished, Local 1180 committee members discussed making the Fill the Fridge project one that is ongoing. ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

September 23, 2021

Meeting called to order at 6:10 p.m.

Executive Board Members in Attendance:

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

Members-at-Large: Teesha Foreman, Ranston Foster, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, Hazel O. Worley

Absent: Gina Strickland, First Vice President; Denise Gilliam, Member-at-Large

President's Report

President Middleton called the meeting to order at 6:10 p.m.

Minutes of the August 26, 2021, 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 August 26, 2021:

Aug. 27 — Participated in the Amnesty International meeting.

Sept. 1 — Participated in the MLC Steering Committee meeting.

Sept. 8 — Chaired the CWA Local 1180 weekly staff meeting.

Sept. 11 — Participated in the CWA National Minority Caucus General Membership meeting.

Sept. 13 — Participated in the Alliance Staff Training for Medicare Advantage Plan Plus.

Sept. 14 — Met with OLR and DOE to discuss contract negotiations and employee's vaccination requirements.

Sept. 15 — Participated in the HRA Safety and Health Committee meeting and then chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

Sept. 16 — Participated in the CWA National Executive Board meeting.

Sept. 17 — Participated in the DOE School Business Manager discussion, and the Medicare Advantage Plus update.

Sept. 18 — Participated in the Shop Steward Training Part 1.

Sept. 20 — Participated in the MLC Steering Committee meeting, and then the COVID-19 Vaccination Mandate for Health Care Workers with Jonathan Wangel.

Sept. 21 — Participated in the H+H time change meeting, and then in the MLC Membership meeting where New York City doctors answered questions regarding COVID-19 vaccine mandates.

Sept. 22 — Participated in the MLC General Membership meeting. That afternoon, chaired the weekly Communications meeting with Marci Rosenblum, and then the CWA Local 1180 weekly staff meeting. Additionally, participated in the Tools Training for the upcoming 2021 CWA National Convention. Lastly, chaired the CWA Local 1180 General Membership meeting.

Sept. 23 — Chaired a special CWA Local 1180 Trustee's meeting. That evening, chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated Sept. 1, 2021, 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 Sept. 23, 2021, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

Second Vice President's Report

Second Vice President Gerald Brown reported the CLC Delegate issue has been resolved. Ranston Foster and Helen S. Jarrett have been selected as

CWA Local 1180 delegates.

Second Vice President Brown announced the following New York City Council endorsements after a vote by Executive Board for the upcoming 2021 November Election:

DISTRICT CANDIDATE

1	..... Christopher Marte
2	..... Carlina Rivera
3	..... Eric Bottcher
4	..... Keith Powers
5	..... Julie Menin
6	..... Gale Brewer
7	..... Shaun Abreu
8	..... Diana Ayala
9	..... Kristin Richardson Jordan
10	..... Carmen De La Rosa
11	..... Eric Dinowitz
12	..... Kevin Riley
13	..... Marjorie Velazquez
16	..... Althea Stevens
17	..... Rafael Salamanca
18	..... Amanda Farias
21	..... Francisco Moya
22	..... Tiffany Caban
24	..... James Gennaro
27	..... Nantasha Williams
28	..... Adrienne Adams
29	..... Lynn Schulman
31	..... Selvena Brooks Powers
33	..... Lincoln Restler
35	..... Crystal Hudson
37	..... Sandy Nurse
40	..... Rita Joseph
41	..... Darlene Mealy
42	..... Charles Barron
43	..... Justin Brannan
45	..... Farah Louis
46	..... Mercedes Narcisse
47	..... Ari Kagan
49	..... Kamillah Hanks
50	..... Sal Albanese

Brown announced the Minority Caucus will meet on Saturday, Oct. 16, 2021.

He attended various meetings throughout the month.

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 Aug. 2021. She advised that the T.D. checking account has a balance of \$792,921.30 as of C.O.B Sept. 23, 2021.

Secretary-Treasurer Blair-Batte reported the following member activity for **Aug. 2021**

New Member Enrollments	.....78
Deceased	.....1
New Retirements	.....33
Deceased	.....1
Total active members	.....8,333
Total retired members	.....6,586

CWA Local 1180 renovations at 6 Harrison St. continue. Members who need assistance are to call 212.226.6565 or e-mail staffrep@services@cwa1180.org and someone will get back to them.

All Executive Board members have been registered for the 78th CWA National Convention that will take place virtually Oct. 18-20. Our voting strength is 8,059.

Additionally, the QBCCC will host Guest Speaker Melinda Katz, Queens District Attorney.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continues participating in the CWA Local 1180 Trustee meeting. Additionally, she participated in the Tools Training for the upcoming 2021 CWA 78th National Convention.

Members-At-Large Reports

Supervisor of Staff Representatives Teesha Foreman submitted the following reports:

Staff Rep Activity Reports
May, June and August

MAY	..... Activity
Agency Walk-Throughs	..... 21
Conference Calls	..... 3
Counseling/Warning Sessions	..... 1
EEO Investigations/Interviews	..... 2
Emails	..... 1,331

G.O. 15 – NYPD	..... 2
Health & Safety Meeting	..... 3
Hearing Preparations	..... 8
Hearings	..... 7
Investigative Hearings/Meetings	..... 3
Labor Management Meetings	..... 3
Off Site Member Meeting	..... 1
Phone Calls	..... 399
Site Meetings	..... 11
Staff Rep Services Emails	..... 3

Site Meetings — May 2021

DDC
30-30 Thomson Ave. Long Island City

Finance
3030 Third Ave., Bronx
144-06 94th Ave., Queens
30-10 Starr Ave., Queens
350 St. Marks Place, Staten Island

DOHMH
42-09 28th St., Queens

DORIS
31 Chambers St., Manhattan

H+H East New York
2094 Pitkin Ave., Brooklyn

H+H Gotham/Sydenham
264 West 118th St., Manhattan

HRA IREA
375 Pearl St., Manhattan

HRA HPA
109 E. 16th St., Manhattan

Law Department
100 Church St., Manhattan
350 Jay St., Brooklyn

OATH
66 John St., Manhattan
100 Church St., Manhattan
31-00 47th Ave., Long Island City

PARKS
200 Nevada Ave., Staten Island
1318 Clove Lake, Staten Island

Probation
33 Beaver St., Manhattan
100 Centre St., Manhattan
66 John St., Manhattan
60 Lafayette St., Manhattan
127 W. 127th St., Manhattan

Probation
Brooklyn, Bronx, Queens & Staten Island offices

Probation
94 Old Broadway, Bronx
105 E. 106th St., Bronx
1932 Arthur Ave., Bronx
210 Joralemon St., Brooklyn
701 Euclid Ave., Brooklyn
120-55 Queens Blvd., Queens

TLC
31-00 47th Ave., Long Island City

JUNE Activity

Agency Walk-Throughs	..... 19
Conference Calls	..... 7
Counseling/Warning Session	..... 2
EEO Investigation/Interview	..... 1
Emails	..... 1,446
G.O. 15 – NYPD	..... 2
Health and Safety Meetings	..... 5
Hearing Preparations	..... 25
Hearings	..... 12
Labor Management Meetings	..... 3
Phone Calls	..... 465
Site Meetings	..... 11
Supervisory Conferences	..... 1

Site Meetings — June 2021

HRA SNAP #28
404 Pine St., Brooklyn

HRA Constituent Services
92-31 Union Hall St., Jamaica

HRA MICSA
135 W. 125th St., Manhattan
88-11 165th St., Queens

HRA/Constituent Services Virtual Site Meeting
150 Greenwich St., Manhattan

DCAS
210 Joralemon St., Brooklyn

NYPD
350 Marconi St., Bronx

HRA — Customized Assist Services
109 E. 16th St., Manhattan
4 WTC, Manhattan

HRA IREA
375 Pearl St., Manhattan

HRA Fair Hearing
111 Livingston St., Brooklyn
4 WTC, Manhattan

H+H Jacobi
1400 Pelham Pkwy. South, Bronx

HRA Job Opportunity Center Hunts Point #40
890 Garrison Ave., Bronx

AUGUST Activity

Agency Walk-Throughs	..... 3
Conference Calls	..... 21
Counseling/Warning Sessions	..... 2
EEO Investigations/Interviews	..... 1
Emails	..... 1,657
G.O. 15 – NYPD	..... 6
Hearing Preparations	..... 17
Hearings	..... 4
Hiring Pools	..... 1
Investigative Hearings/Meetings	..... 7
Labor Management Meetings	..... 7
OSI Interview (DOE)	..... 1
Phone Calls	..... 490
Site Meetings	..... 13
Supervisory Conference	..... 8

Site Meetings — August 2021

H+H Metropolitan
1901 First Ave., Manhattan

HRA Emergency Intervention Services
Various Citywide Locations

Manhattan DA Office
1 Hogan Pl. Manhattan

Department of the Aging
2 Lafayette Ave., Manhattan

NYPD
1 Police Plaza, Manhattan

NYPD
350 Marconi St., Bronx

DOHMH
125 Worth St. Manhattan

HRA/MICSA
404 Pine St./441 Clarkson St., Brooklyn

DOC
75-20 Astoria Blvd., East Elmhurst

DOC
59-17 Junction Blvd., Queens

H+H Morrisania
1225 Gerard Ave. Bronx

H+H Kings County
451 Clarkson Ave., Brooklyn

HRA Crotona SNAP #46
1910-1916 Monterey Ave., Bronx

Teesha Foreman reported that of the Administrative Manager Appeals received to date, 71 have been approved, 33 were denied, 51 are pending, and 31 have been won. An updated report will be provided at next month's meeting. Additionally, the School Construction Authority bargaining contract negotiations continue. A meeting will be set up to finalize the contract in early October. Lastly, she reported the CWA Local 1180 Shop Steward Training Sessions went well.

Debra Paylor reported the following activities: 9/2, participated in the H + H Metropolitan Hospital site meeting, 9/7—Bronx Borough Community Coordinating Committee meeting, 9/11 – CWA Minority Caucus meeting, 9/13—Brooklyn Borough meeting, 9/14—Tools Training for the upcoming CWA 78th National Convention, 9/14—Women's Committee Meeting, 9/15—Staten Island Borough Community Coordinating Committee meeting, 9/17—Queens Borough meeting, 9/18—Shop Stewards Training, 9/21—Hispanic Committee meeting, 9/22—General Membership meeting. In addition, she reported the Women's Committee Meeting chaired by Denise Gilliam reconvened in September. The meeting went well.

Ranston Foster reported two Metropolitan Hospital employees requested religious exemptions

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

from the COVID-19 vaccine mandate. The requests have been rejected as they are required to submit documentation in order to get approved. The employees are mask-wearing compliant.

Venus Colon-Williams reported the CWA Local 1180 Hispanic Committee met yesterday welcoming members back. The Committee, in conjunction with the Women's Committee, commenced a Help the Teachers Return to School Drive. As teachers are required to purchase items out of pocket, members are encouraged to donate hand sanitizers, disinfecting wipes, paper towels, tissues, gloves, children's masks, etc. The Drive is running through Oct. 29, 2021. Additionally, the Committee will conduct its Annual Pajama Drive Commencing in November. Lastly, the Committee will research a Go Bag Drive that will benefit Children in Foster Care.

Rosario Roman reported the SIBCCC meeting met last week. Members were welcomed back and a wellness check was conducted. The Coalition for the Wetlands had a Rally on Monday. It's important that the community engage in supporting this cause as the wildlife in this area is endangered. Additionally, as the trees are removed and brush cleared, more flooding will occur to home owners in the area. A CWA Local 1180 member's basement was flooded during the recent storm. We can assist by directing members to reach out to resources such as the American Red Cross and the HRA Disaster Relief Fund.

Hazel O. Worley reported the Brooklyn BCCC met on Monday, Sept. 13, 2021. Committee Chair Verna Finley opened the meeting welcoming members and conducting a wellness check. Finley spoke about the upcoming elections and asked members to prepare to volunteer for phone banking. She also spoke about contacting the Heights and Hills organization to inquire if they are planning to serve Thanksgiving Day dinners as committee members volunteered their time in 2019 serving to seniors. Members inquired about the Union's position regarding NYC employees returning to work and the vaccination mandate. Finley advised members to contact their respective Staff Representative and reminded members the mission of the BCCC is to discuss the issues in their respective communities. Members inquired about the 2021 Toy Drive. The Committee facilitator will report back at the October meeting. The next committee meeting is scheduled for Oct. 11, 2021.

Additionally, the Civil Right and Equity/Community Service Committee met on Tuesday, Sept. 21, 2021. Committee Chair Hazel O. Worley opened the meeting welcoming members and conducting a wellness check. Committee chair surveyed members on their opinion of the six civil rights struggles going on right now. Members responses were: Rights to Work, Women's Rights (surrounding abortion), Right to Organize, Voting Rights, Pay Equality, and Housing. Committee chair reported her finding of civil rights struggles. LGBTQ+, human trafficking, police brutality, disability discrimination in the workplace, pregnancy discrimination, and weight bias (people.howstuffworks.com) and provided backgrounds on each issue and where things stand now. The Committee initiated discussion on the current position of committee members. The discussion was tabled until next month meeting.

The Committee also discussed ideas in preparation for the 2022 Black History Month presentation at the February General Membership meeting. Lastly, the Committee Chair reported for the 2021 Summer Scholarship Year, CWA Local 1180 awarded 47 Summer Camp Scholarships (totaling \$4,700).

Helen S. Jarrett participated in the Public Healthcare Education Workers (PHEW); the Annual Borough Leadership Committee; NYCCCL Labor Mass at St. Patrick's Cathedral; and mobilized for New York City Council hopeful Marjorie Velazquez, District 13. Additionally, she attended the CWA Local 1180 Shop Steward Trainings Part I & II, three Borough Community Coordinating Committees, the Department of Mental Health & Hygiene site meeting, the monthly Public Health care Education Resource Network (PHERN) call, and 1180's COVID 19: Long Haulers Webinar.

Next meeting date of the Executive Board is scheduled for Oct. 28, 2021.

Motion was duly made, seconded, and carried to adjourn at 8:07 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

October 28, 2021

Meeting called to order at 6:10 p.m.

Executive Board Members in Attendance

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

Members-at-Large: Teesha Foreman, Ranston Foster, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, Hazel O. Worley

Absent: Gina Strickland, First Vice President, Denise Gilliam, Member-at-Large

President's Report

President Middleton called the meeting to order at 6:10 p.m.

Minutes of the Sept. 23, 2021, 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 on Sept. 23, 2021:

Sept. 24 — Held a conference call with Mayoral Candidate Eric Adams, reviewed the 6 Harrison St. sales documents, and met with OLR and DOE to discuss contract negotiations and employee's COVID-19 vaccination requirements.

Sept. 27 — Participated in the NYC Central Labor Council (CLC) 3rd Quarter Executive Board Meeting. That afternoon, chaired the Communique meeting with Communications Director Marci Rosenblum. Later that day, participated in legislative discussion regarding Local Law 18, Pay Equity, and Hazardous Pay. Lastly, chaired the Private Sector Shop meeting.

Sept. 29 — Chaired the weekly Communications meeting with Marci Rosenblum, participated in a legislative discussion of Local Law 18 with NYC Council Member Vanessa L. Gibson (16th CD).

Sept. 30 — Participated in the Tools Training webinar for the upcoming 2021 CWA National Convention.

Oct. 1 — Participated in the CWA Quarterly Review with Dan Limmer, and held the NYC Transit bargaining session with Director of Labor Relations Deborah Julien.

Oct. 6 — Held an H+H COVID-19 Vaccine Mandate follow-up meeting. That afternoon, participated in the CWA National Presidents and Delegates to the Convention meeting.

Oct. 7 — Participated in an H+H Leadership Conference call discussion on the COVID-19 vaccine mandate, correctional health, employee transfers, and Assistant Directors' salaries information.

Oct. 8 — Prepped for the upcoming NYCTA bargaining session. Additionally, prepped for the upcoming CWA Local 1180 General Membership meeting.

Oct. 12 — Held a conference call with the New York City Central Labor Council and Mayoral Candidate Eric Adams. Additionally, participated in a detailed staff training for Medicare Advantage Plan Plus with Naresh Mohabir.

Oct. 13 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting. Lastly, chaired the CWA Local 1180 General Membership meeting.

Oct. 15 — A grievance is being filed regarding the H & H PESH Report as it states they did everything right for their employees regarding the way they handled the COVID-19 Pandemic.

Oct. 16 — Participated in the CWA National Minority Caucus. At that meeting President Middleton

received the Walter B. Andrews Leadership award representing her role in advocating for Diversity within the National CWA and her advocacy for pay equity and civil rights for minorities.

Oct. 17-20 — Participated in the 78th CWA National Virtual Convention, along with 2nd Vice President Gerald Brown, Secretary-Treasurer Robin Blair-Batte, Recording Secretary Lourdes Acevedo, and the entire Executive Board.

Oct. 21 — Participated in the MLC Special Steering Committee meeting followed by the General Membership meeting. That afternoon, participated in the SLU Advisory Board meeting.

Oct. 26 — Chaired a Medicare Advantage meeting with Local 1180 retirees.

Oct. 27 — Chaired the CWA Local 1180 3rd Quarter Board of Trustee's meeting.

Oct. 28 — Attended the NYC Civilian Coalition COVID-19 Vaccine Mandate meeting. That afternoon, she attended the NYCERS Employee Recognition Day Ceremony and participated in the meeting with Agency presidents and labor leaders at NYCTA regarding advanced efforts for COVID-19 vaccinations and/or testing. That evening, chaired the CWA Local 1180 Executive Board meeting

President Middleton distributed and discussed the status report dated Oct. 1, 2021 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 Oct. 28, 2021 monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

Second Vice President's Report

Second Vice President Gerald Brown announced CWA Local 1180 endorsements for the upcoming 2021 November Election.

He also announced that the Minority Caucus met on Oct. 16, 2021; and that he spearheaded the biannual Local 1180 pre-retirement webinar on Oct. 26 that was attended by 227 members.

Vice President Brown attended various meetings throughout the month.

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 Sept. 2021. She advised that the T.D. checking account has a balance of \$730,495.33 as of C.O.B Oct. 28, 2021.

Secretary-Treasurer Blair-Batte reported the following member activity for Sept. 2021.

New Member Enrollments	.....25
Deceased	.....1
New Retirements	.....44
Deceased	.....5
Total Active Members	.....8,310
Total Retired Members	.....6,556

CWA Local 1180 renovations at 6 Harrison Street continue. Members who need assistance are to call 212.226.6565 or e-mail staffrep@services@cwa1180.org and someone will get back to them.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continues participating in the Local 1180 Trustee meeting. Additionally, she participated in the 2021 CWA 78th National Convention.

Members-At-Large Reports

Supervisor of Staff Representatives Teesha Foreman submitted the following Staff Rep Activity reports:

September	Count
Agency Walk-Throughs	.....1
Command Discipline (CD)	.....1
Conference Calls	.....23
Counseling/Warning Sessions	.....2
EEO Investigations/Interviews	.....3
Emails	.....1,713

G.O. 15 — NYPD	.....2
Health & Safety Meetings	.....6
Hearing Preparations	.....15
Hearings	.....9
Investigative Hearings/Meetings	.....1
Labor Management Meetings	.....7
OATH	.....1
Phone Calls	.....603
Shop Steward Training	.....1
Site Meetings	.....14
Supervisory Conference	.....3

Site Meetings — Sept. 2021

HRA — SNAP 02
2322 3rd Ave., Manhattan

H+H Queens
82-68 164th St, Queens

DOHMH
125 Worth St, Manhattan

H+H Metropolitan Hospital CM (B)
1901 First Ave., Manhattan

NYC Commission for Human Rights
22 Reade St., Manhattan

H+H Elmhurst Hospital CM (A)
79-01 Broadway, Elmhurst

FIA Division of Supplemental Nutrition
(Dykman #35)
4055 10th Ave., Manhattan

Certified Home South Bronx
50 Water St., Manhattan

Office of Policy Procedures & Training /Rider #38
305 Rider Ave., Bronx

Kings County Hospital
451 Clarkson Avenue, Brooklyn

Coney Island Hospital
2601 Ocean Pkwy, Brooklyn

Kings County Hospital
451 Clarkson Ave., Brooklyn

DOT — Virtual Site Meeting
30-30 Thomson Ave., Long Island City

FDNY — Virtual Site Meeting
9 Metrotech, Brooklyn

Teesha Foreman reported that to date, 123 Administrative Manager Appeals have been received, 71 have been approved, 33 were denied, 51 are pending, and 31 have been won. An updated report will be provided at next month's meeting. Additionally, the School Construction Authority Bargaining Contract Negotiations continue.

Debra Paylor reported that she attended the CLUW National Executive Board meeting on Sept. 27; the CLUW General Membership meeting on Sept. 27; the Public Health Care Education Workers (PHEW) Meeting on Oct. 6; and the CLUW Pre-Convention Caucus on Oct. 7. For the CLUW 2021 National Convention, she was elected to the Executive Board as (Alt) Delegate and attended from Oct. 8-9. She also attended the CLUW 2021 National Convention on Oct. 12; the CWA Local 1180 Women's Committee meeting on Oct. 13; and the Local 1180 General Membership meeting on Oct. 16.

Paylor was elected as District 1 Representative for the CWA National Minority Caucus, which she attended on Oct. 17.

On Oct. 17, she attended the PHEW Committee meeting; on Oct. 18-20, she attended the CWA District 1 meeting; on Oct. 21, she attended the CWA National Convention; on Oct. 25, she attended the NYCCCL Delegates meeting, and on Oct. 25, she participated in the NYCERS Retirement Seminar.

Venus Colon-Williams reported the Hispanic Committee met and welcomed back members. The Hispanic Committee and the Women's Committee are continuing the Help the Teachers Return to School Drive. As teachers are required to purchase items from their own money, members are encouraged to donate hand sanitizers, disinfecting wipes, paper towels, tissues, gloves, and children's masks. The Drive has been extended through Dec. 20, 2021. Additionally, the Committee will conduct its Annual Pajama Drive in November.

COMMITTEES

Caribbean Heritage Committee

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

Civil Rights & Equity/Community Service Committee

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

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.

IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Inell Armstrong	Dept. of Education	3/14/2022
Juanita Arnold	Dept. of Social Services	10/2/2021
Muriel Aronson	Dept. of Social Services	12/22/2021
Florencia Bazo	Health+Hospitals (H+H)	9/17/2021
Gloria Blear	Finance Administration	1/30/2022
Joyce Bray Vandyck	Dept. of Social Services	2/27/2022
James Brody	Dept. of Social Services	11/24/2021
Richard Brown	Department of Transportation	12/22/2021
Elaine Brown	Dept. of Social Services	2/26/2022
Calvin Bunch	Administration for Children Services	2/20/2022
Janet Burns	Police Department	1/3/2022
Kathleen Burns-Amrhein	H+H — Elmhurst Hospital Center	1/8/2022
Lorraine Carter	Finance Administration	1/15/2022
Barbara Cato	Design & Construction	11/7/2021
Winsford Chandler	Dept. of Social Services	3/25/2022
Mildred Cohen	Dept. of Social Services	2/22/2022
Doris Colbert	Dept. of Social Services	12/31/2021
Frances Di Matteo	Department of Education	12/26/2021
Frank Domanico	Dept. of Social Services	11/8/2021
Sylvia Drake	Dept. of Social Services	9/9/2021
Catherine Duffy	Police Department	9/19/2021
Sylvia Dulitz	Department of Education	10/26/2021
Everton Dyer	H+H — Metroplus Health Plan	9/23/2021
Sloane Fields	NYC Housing Authority	10/3/2021
Lorraine Gamble Lofton	Finance Administration	12/15/2021
Helen Garcia	Police Department	2/16/2022
Patricia Gold	Queens District Attorney	12/27/2021
Marietta Guerrant	Dept. of Environmental Protection	3/3/2022
Frances Haddock	Dept. of Employment	2/10/2022
Edith Harold	Dept. of Social Services	3/24/2022
Ivan Homs	H+H — Bellevue Hospital	9/9/2021
Delano Isaac	Dept. of Social Services	2/1/2022
Virginia Johnson	Dept. of Social Services	10/17/2021
Abigail Johnson	Dept. of Sanitation	12/11/2021
Susan Johnson	H+H — McKinney Nursing & Rehab Ctr.	9/13/2021
Mildred Jones	H+H — North Central Bronx Hospital	10/29/2021
Josephine Jones	Dept. of Social Services	9/26/2021
Catherine Josey	H+H — Bellevue Hospital	11/19/2021
Drucilla Lightbourne	Dept. of Social Services	10/9/2021
Clyde Lobo	Dept. of Social Services	1/29/2022
Mary London	Dept. of Social Services	12/28/2021
Richard Mandel	NYC Transit Authority	1/10/2022
Pearline Maple	Dept. of Social Services	1/23/2022
Joyce Marion	Finance Administration	12/15/2021
Eugenia McMahon	Dept. of Personnel	3/13/2022
Frances Miano	NYC Transit Authority	11/11/2021
Laverne Miller	NYC Taxi & Limousine Commission	9/23/2021
Ethel Mitchell	Dept. of Social Services	9/14/2021
Ruth Nance	Dept. of Social Services	11/5/2021
Ruth Outler	Dept. of Health & Mental Hygiene	10/18/2021
Margie Parker	Dept. of Social Services	1/26/2022
Gladys Payne	H+H — Kings County Hospital Center	1/4/2022

IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Valerie Reynolds	Dept. of Health & Mental Hygiene	11/7/2021
Henry Roloff	Finance Administration	9/25/2021
Natalie Roman Perez	Bronx District Attorney	10/21/2021
Lynne Sherman	Department of Transportation	10/8/2021
Lev Shuster	Dept. of Social Services	1/12/2022
Joanna Sullivan	Queens Borough President	1/5/2022
Frances Sweet	Dept. of Social Services	2/16/2022
Dorothy Taylor	Finance Administration	3/17/2022
Cynthia Thomas	Dept. of Social Services	2/17/2022
Josekutty Thoppil	Dept. of Social Services	2/28/2022
Helen Vernon	Department of Transportation	2/7/2022
Rita Vitello	NYC Housing Authority	2/12/2022
Barbara Walker	Dept. of Social Services	1/9/2022
Michael Walker	Dept. of Social Services	9/16/2021
Helen Washington	DOITT	10/9/2021
Cynthia Watnick	Department of Transportation	3/28/2022
Williemae White	Dept. of Social Services	11/25/2021
Anna Wider	Dept. of Social Services	3/17/2022
Rosaline Zipprich	H+H — Elmhurst Hospital Center	2/6/2022

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CWA LOCAL 1180



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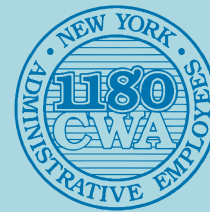


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Official Publication

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

www.cwa1180.org | Phone: 212.226.6565

Security Benefits for Active and Retiree Members:
212.966.5353

Claim Forms Hotline: 212.925.1091

Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882

Retiree Benefits: 888.966.5353

Executive Board

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

Members-at-Large

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

Communications Director

Communique Editor/Designer

Marci Rosenblum • Tricomm Creative, Inc.

www.tricommcreative.com

Communique Facilitators

Gerald Brown, Gloria Middleton

Printed by DG3 North America

Ron Koff • ron.koff@dg3.com

LOCAL 1180 WEBINARS

Home Ownership: May & November

NYCERS Pension: April & October

Financial Management: June & December

Civil Service: March & September (and as needed)

Education: May & November (and as needed)

Legislative and Political: (as needed)

Union Plus Benefits: February & August

Ad Hoc Webinars: To Be Announced as Needed

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Hazel O. Worley reported the Brooklyn BCCC met on Oct. 11, 2021 and is planning the 2021 Toy Drive.

Rosario Roman announced the Staten Island BCCC has elected Delores Andino as new Co-Chair. Members are interested in attending an in person/hybrid meeting. The facility where the meetings are held at the CWA Local 1102 Headquarters has the capability for both options. Lastly, she announced she participated in the Anthony Wells Award Ceremony.

Denise Gilliam reported the Women's Committee teamed up with the Hispanic Committee to launch the first "Help the Teachers Return to School" for supply donations. The committees also paired up for the annual hat, scarves, gloves drive.

Helen S. Jarrett participated in the Public Health Care Education Workers Group (PHEW) meeting, Local 1180 General Membership meeting, CWA National Minority Caucus, and PHEW Committee meeting. She also participated in the CWA District 1 meeting, the CWA National Convention, and the NYC CLC Delegates meeting.

Next meeting of the Executive Board is TBA.

Motion was duly made, seconded and carried to adjourn at 7:51 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CWA International News

President Middleton Sworn In as Diversity Member-At-Large



Local 1180 President Gloria Middleton was elected as a CWA National Diversity Member-At-Large at their most recent convention held virtually due to ongoing COVID concerns. She was officially voted in by the national delegates after winning by acclamation. At-large diversity Board members attend all Executive Board meetings and serve on Executive Board Committees; they have a voice and a vote at Executive Board meetings, participating in Board deliberations and discussions; and they serve on the Diversity Committee. "This is a great honor not only for me, but for all of Local 1180 as our union will now have an even greater voice in the national," Middleton said. ■

Local 1180 Honored at CWA Awards Ceremony

The pandemic might have hindered where and how the CWA International held its convention, but that did not stop Local 1180 from being singled out as one of the top locals across the country. Local 1180 won the Morton Bahr CWA Strong Award for its contributions in helping the International welcome almost 15,000 new members to the CWA family.

"This year's CWA Strong Award goes to a local who has continued the legacy of bargaining to organize, of using mobilization and political action to win good jobs for our members today, and access to new jobs tomorrow," Shelton said. "This year's first award goes to Local 1180 President Gloria Middleton for her local's tireless efforts over 20 years to win representation rights at New York City Health + Hospitals Corp."

In addition, Local 1180 won the Excellence in Organizing award for organizing more than 600 H+H Assistant Directors, 85 workers at National Domestic Workers Alliance, 82 at Sunrise Movement, and 131 at National Audubon Society. While that recognition came with a monetary grant to help further organize, Local 1180 donated the money to CWA striking health care workers in Buffalo.

"These are tremendous recognitions and I am so honored and so proud of Team 1180," Middleton said in receiving the two top honors. To watch the award ceremony, you can go to bit.ly/3NHQ77h ■