

COMMUNIQUE

THE POWER OF SOCIAL MEDIA

Mail-in ballot selfie campaign helps Tutor Associates win organizing efforts

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3 New Private Sector Shops Organize into Local 1180 Family

By Marci Rosenblum, Local 1180 Communications Director

If you build it, they will come.

While the expression comes from the book of Genesis, or the movie *Field of Dreams* if you prefer, it is applicable to CWA Local 1180's organizing of private sector groups.

Local 1180 started building the private sector division of the union with one shop of a few dozen members in 1999. That has now turned into a field of 18 private sector groups with the recent unionizing of three new shops — **Tutor Associates**, **The Trevor Project**, and **Caring Across Generations**.

Local 1180 became CWA's first public sector local in 1967, representing administrative employees in the mayoral agencies, Department of Education, Transit Authority, School Construction Authority, Health+Hospitals Corp., and the state's Unified Court System. Fifty-six years later, Local 1180 now represents approximately 1,000 workers in a variety of private sector organizations — and the number is growing.

"We have developed a reputation for providing outstanding representation for all members no matter where they work," said **Local 1180 President Gloria Middleton**. "Working hand in hand with CWA District 1, we can hit the ground running when it comes to organizing. Knowing that these workers really want to become part of the labor movement and have sought out the representation of Local 1180 makes a huge difference to being successful."

Tutor Associates' 92 members overwhelmingly voted to unionize with CWA Local 1180 on May 12. Tutor Associates tutors and proctors work with students to achieve their educational goals by assisting them with standardized and higher education testing, ensuring healthy habits, test registration, and receiving accommodations based on their needs.

"We are proud to incorporate members who are so committed to helping young people further their education, something that Local 1180 is such a strong proponent of," Middleton said. "We look forward to working with the elected bargaining committee to fight alongside members to win the best contract we can and make Tutor Associates the best workplace it can be."

Despite management's discouragement, 94.8% of New York City-based Tutor Associates members voted yes to join the union at the National Labor Relations Board (NLRB) vote count.

On April 14, workers at The Trevor Project won voluntary recognition of their union. The Trevor Project is a nonprofit organization founded in 1998 that focuses on suicide prevention efforts among lesbian, gay, bisexual, transgender, queer, and questioning youth and offers confidential assistance by trained counselors.

With almost 350 members all working remotely, The Trevor Project is now one of the largest private sector shops at Local 1180, surpassing National Audubon Society in size.

"We congratulate the members of this organization on their inspiring union victory. We are excited to work with this dynamic, talented, and compassionate group of workers to achieve a fair contract and a safe and dignified workplace for all their members," Middleton said about the group whose members live across the country.

On June 7, a third group, nonprofit workers at Caring Across Generations, also won voluntary recognition of their union to join Local 1180. The 24 members, many of whom directly reflect the Caring Majority — family caregivers, disabled people, and aging adults — are committed to their organization's mission of making care accessible, affordable, and equitable so everyone can live and age with dignity. As workers wrote in their union vision statement, signed by 95% of workers, "The formation of this staff union will empower us to continue to pursue and promote the visionary ideas that drive our work."

Caring Across has been fiscally sponsored by National Domestic Workers Alliance, whose workers also won voluntary recognition of their union in 2020 and joined Local 1180. Caring Across is currently becoming an independent organization from NDWA and staff saw the need for a seat at the table with management during such a critical time of organizational transition.

"Our organization was founded on the principle that everyone deserves a say in the choices that affect their lives, and our union will ensure that right for all of us who do this work," said **Antonia Marián**, Caring Across Communications Manager. Her colleague **Ja-Rai Wang**, Senior Communications Manager, agrees.

"All people deserve a say in their workplaces. Joining together with my colleagues will enable us to build a stronger organization and model the more equitable world we are working towards," she said.

Middleton said it takes determination from workers who want to unionize at any place of employment to get their co-workers to understand the benefits and advantages of having the strength of the labor movement in their corner — especially when management does everything it can to hinder the process.

Nicole Maloof explained how the action happened at Tutor Associates.

"Most of us live here in New York City, but there are a good number of people who left the city and teach remotely. The whole process began last August when a couple of coworkers reached out, informing me that some tutors were thinking about organizing," she said.

Maloof was definitely interested as she already was working on another unionizing campaign at that time. Workers held their first meeting at a noodle shop in Chinatown. That's when the journey began.

"We gathered a small group of coworkers and talked very openly about the problems in our workplace. We all realized that a lot had changed. We used to have significantly more in-person contact with one another before the COVID-19 pandemic. In the meantime, the physical office closed and we felt that any support we used to receive had disappeared," Maloof said.

"Our pay and hours fluctuate a lot, so it is nearly impossible to get access to consistent health care coverage. We have no paid time off and we are expected to give an hour of unpaid work for every hour of paid work. We decided that we wanted things to change," she said.

The rest of Tutor Associate's story comes directly from Maloof.

"We got in touch with the Emergency Workplace Organizing Committee (EWOC) who linked up with an organizer I was already working with on the campaign in Philly. He got us on the right track and helped us form a small organizing committee. With his guidance, this small group of workers began the path of unionization.

"We had to map out our workplace. We started talking to coworkers we each had relationships with. As luck would have it, one of my coworkers had discovered the full employee list with everyone's contact info. We got to work reaching out to everyone and began the long process of listening to people's concerns, introducing the idea of unionizing, educating everyone about unions, and helping our coworkers work through their fears of retaliation.

"If sincerely asserting one's needs prompts a fear of punishment, what does that say about a person's workplace? These fears were an indication of the at-will employment status we had at the time — our bosses had unilateral control over everything and we had no legal protections, recourse, or say in anything. Rather than shrink away, this was all the more reason to take action together and fight for more power and protections."

It took about three months of building up coworker relationships, and developing trust and mutual understanding before Maloof and other organizing leaders were able to reach nearly all of the tutors and establish a supermajority of vocal support.

"We looked into a handful of unions to potentially affiliate with, doing research as tutors do. That's when we met Leslie [Fine, Local 1180 Organizer] and discussed potential affiliation with CWA Local 1180. I can't say enough how happy everyone is with how things worked out. I think the CWA approach was the optimal fit for us.

"We became even more systematic with our approach to organizing. We expanded our organizing committee to about 10 people and divided up our entire workplace into manageable turf, coworkers who we each followed up with and built relationships with. Through direct outreach, we helped our coworkers deepen their own understanding of what they cared about and prepared people to make the leap of change. We asked our coworkers to take on small, concrete actions that aided the organizing process in some way. The organizing committee alone could not lead the way to unionizing; it required everyone's participation.

"At that point, we still had one group of coworkers, the proctors, we needed to get on board. This was a challenge because we typically don't work with them directly. We tried calling and texting with little luck, so a group of us went to the testing site directly to try and speak with some of them in person. This worked! This small

group of proctors helped us get in touch with the rest of the proctors who we managed to get on board as well."

The organizing committee then drafted a vision statement of what they imagined their union to be based on the principles and concerns their coworkers voiced. A supermajority of them approved and signed that vision statement, which they then presented to their bosses.

Not surprisingly, management ignored their announcement of unionizing and did not respond to their request for voluntary recognition or neutrality. Maloof and her coworkers filed a petition for a union election with the National Labor Relations Board (NLRB).

"Our bosses tried to weasel their way out by claiming we were independent contractors and not their employees! We quickly gathered the necessary proof that we were their employees and handed over this information to a CWA lawyer who rebutted their claims. Management immediately dropped their argument, and we received our election date from the NLRB. The organizing committee made sure that everyone understood the steps for the mail-in ballot process.

"Ballots were mailed out in mid-April and we followed up with everyone to ensure they received their ballot so we could help people request duplicate ballots if they needed them. Then we followed up again to ensure everyone mailed in their ballots. As annoying as we were, the proof was in the pudding. The vast majority of the ballots were mailed within 10 days of receiving them.

"After going public to management with our decision to unionize, and up to the election deadline, management stopped all real-time communications with us and sent a series of anti-union emails. We responded by requesting that they stop doing so, as this was our rightful decision to make. In these emotionally manipulative emails, they insisted we are a family, that they try hard to keep us happy, and that a union would get in the way of our great relationship. Keep in mind, a week earlier they tried to claim we weren't even their employees!

The election closed on May 11, and ballots were counted the following day. The organizing committee, one additional tutor, Fine, and the CWA lawyer all attended the ballot count in person, management didn't show their faces; only their lawyer attended. As we watched our NLRB agent painstakingly open up all the double-sealed envelopes, validate, and confirm the votes, management's lawyer scrolled through TikTok.

After two hours, the election was decided. Tutor Associates won — 55 "yes" votes to 3 "no" votes!

"We know this is just the beginning to building our union as we transition to the negotiating process. We will be signing membership cards in the coming weeks and meeting with our CWA Rep to discuss our contract campaign. In the meantime, within a week of our win, our bosses fired three staff members who are not part of our bargaining unit, and directly blamed the union for their decision!

"Management is now claiming poverty and the need for cutbacks, but we know that even if there is less money than in the past, management is spending a pretty penny on things that don't matter. A slow season is no reason to short-change workers. It's not simply a crisis of revenue, but a crisis of priorities.

"We definitely have a battle ahead of us, but we are ready for the challenge!" Maloof said. ■



Nicole Maloof



Antonia Marián



Ja-Rai Wang



GLORIA MIDDLETON

President

The Long Contract Process Has Begun

On May 16, we had our first meeting with the City Office of Labor Relations (OLR), which presented its numbers to our Bargaining Committee and we presented them with our list of demands. Thanks to the 4,000 active members who took the time to complete the surveys we sent out multiple times, our Shop Stewards knew what you consider the most important demands.

Since DC 37 has already settled its contract, the pattern for bargaining general wage increases (GWI) for other unions has been set. We are **NOT**, however, part of DC 37 and they do **NOT** negotiate demands on our behalf. Now that we have the City's numbers and they know what we are asking for, we must crunch the numbers and figure out how and where to spend the available dollars in order to get you the most we can.

These Stewards are in on all major negotiations. There will be technical meetings between Officers, the statistician, OMB, and OLR that will take place to go through the numbers for demands and cost for the Additional Compensation Fund. We work with both CWA District 1's legal team and our own statistician to make sure all the Ts are crossed and the Is are dotted before we come close to finalizing a deal. We put together a very detailed chart of the negotiation process that we published in our last newsletter and uploaded to our website. The process is long and even stressful, but everything we do is in the best interests of our members.

We have a second bargaining session scheduled for June 14, so by the time you are reading this, we will have finished that as well. We receive many phone calls regarding teleworking and how soon we will be "getting our money". Remember, it is important that we work diligently and efficiently to obtain the best contract possible that is beneficial for all our members.

We are cognizant of the high cost of living in New York City, and know that everyone needs fair raises as soon as possible. We ask for your patience and understanding while we go through this very detailed process to eventually get the money into your hands. After each bargaining meeting, we push for another date to keep the process moving. The Bargaining Committee is dedicated to making sure we receive the best contract possible.

We will be requesting a separate bargaining meeting for our DOE contract. DOE was supposed to give us an updated contract since 2019 that would include School Business Managers. It's important to have an updated contract, including the title, so this title would get additions to gross and everything allocated in our current contract.

My heartfelt thanks to the 4,000 members who responded to the electronic surveys. Thanks again to the Shop Stewards who gave up two Saturdays to make sure their members' voices were heard and recorded. Thanks to the Executive Board and staff for their non-stop work and deep commitment to moving CWA Local 1180 forward. We will keep you informed on the progress of negotiations. Check the website and

social media for our progress, but please remember that this does not happen overnight!

Union Settles Assistant Directors Salary Minimums and Maximums

When we accreted Assistant Directors in July 2022, there was a large salary range difference for workers in this title. We thought it was important to have minimums and maximums in place before we go into collective bargaining with the City.

We finally obtained the bargaining unit and started negotiating salaries. After months of negotiations, we noticed some Assistant Directors were earning less money than Assistant Coordinating Managers.

Yet, Assistant Director was supposed to be a promotional title from Coordinating Manager (CM). After months of bargaining with H+H, we finally settled on minimums and maximums for levels 1, 2, and 3. We also became aware that there are some ADs who supervise titles not in CWA Local 1180, but because of union contracts, the subordinate salaries are higher.

In our current bargaining, we are discussing these issues as we must correct these inequities.

In this collective bargaining series, we are looking to get additions to gross and annuity fund contributions so ADs can be made whole. This MOA for ADs is for minimum and maximum salaries only. Those who have been grossly underpaid will receive retroactive money. With current negotiations, ADs will be entitled to raises and additions to gross we negotiate on top of their new salary. Our other public sector units, NYCHA, NYCTA, and SCA, all have separate contracts. When we complete and ratify the PAA et al contract that includes H+H and DOE, we will start negotiations for these units. ■

We are cognizant of the high cost of living in New York City, and know that everyone needs fair raises as soon as possible.

We ask for your patience and understanding while we go through this very detailed process to eventually get the money into your hands.

The Bargaining Committee is dedicated to making sure we receive the best contract possible.

Some items are no-brainers, while others need extensive research and calculations. Some items we can pay for and others we cannot. We must figure out our title reclassifications, additions to gross, contributions to our welfare funds, job security, transfer policies, bonus ratification, and additions to gross, just to name a few. The Officers and Executive Board do not do all this work alone. Almost 100 of our Shop Stewards met for two entire Saturdays to sort through and categorize the results of the 4,000 member surveys. Then the Stewards nominated and voted on which six of them would best represent members on the Bargaining Council.



JUNE TEENTH

By Marci Rosenblum
Local 1180 Communications Director

FREEDOM DAY: Why So Many Are Afraid to Teach It

While Black people have been celebrating Juneteenth in different ways since Freedom Day occurred, it wasn't until June 17, 2021, that the all-important day became a national holiday.

June 19, also known as Emancipation Day or Jubilee Day, commemorates June 19, 1865, the day the last remaining 250,000-plus enslaved people in America learned that slavery had been abolished.

While the Emancipation Proclamation was officially handed down on Jan. 1, 1863, it took an additional two and a half years for the news to spread because many people, especially those in rural areas, had not heard that the Civil War ended and Congress had passed the 13th Amendment.

It isn't only enslaved Americans who had not heard the news. Today's students don't have that information either.

"A lack of teaching adequate Black history in schools means far too many students are delinquent in their knowledge of such an important part of American history," said **Local 1180 President Gloria Middleton**.

Middleton is not alone in that thinking. The problem is the threat of what's to come with legislation in some states that would ban material causing students "discomfort," "guilt," or "anguish" from being taught. This would include limiting the teaching of Black American history.

As of 2022, there are new laws or directives in more than a dozen states that restrict what and how the material can be taught. The new measures typically bar teachers from implying that the United States is a racist country, from elevating one race or gender over another, or implying that one race is superior. The new laws are leaving teachers wary of what they teach as educators in these states are unclear as to what the new laws mean.

Laws limiting the teaching of race, gender, and related topics exist in Arkansas, Idaho, Iowa, New Hampshire, North Dakota, Oklahoma, South Carolina, Tennessee, and Texas, with Executive actions in place in Alabama, Florida, Utah, and Virginia. Arizona imposed limits on teaching race, but it was invalidated by the state supreme court.

All of this leaves teachers erring on the side of caution in just how much Black history they teach.

"We need to teach all of American history, the good, the bad, and the ugly," Middleton said. "Otherwise, history is doomed to repeat itself. Our country is in the place it is because we are not adequately teaching our children about racism, antisemitism, sexism, or any of the other isms that divide this country. That leaves them not understanding other cultures and races, and when someone doesn't understand something, it leads to hatred."

A 2020-2021 study called "The Conflict Campaign: Exploring Local Experiences of the Campaign to Ban 'Critical Race Theory' in Public K-12 Education in the U.S." surveyed 275 teachers who belong to organizations that address equity and tolerance. The study found the majority reported efforts to block teaching on issues of race.

A Washington Post article on the topic said, "Supporters say the laws are needed to pare back offensive lessons about race in America, including the notion that White people today — even children — bear responsibility for sins of the past and those that emphasize American racism over more unifying and uplifting elements of U.S. history."

On the other hand, opponents say teachers need the freedom to teach all of American history and that "conversations about the unequal effects of slavery, systemic racism and White privilege are an important tool for helping students to analyze current events and controversies."

Since the killing of George Floyd in May 2020, there has been a surge of emphasis placed on Black Lives Matter and the importance of equality for all.

"We cannot rewrite history and for those states that do not want the truth to be taught, they just ban the teaching of the topic altogether," Middleton said. "Teaching a watered-down version of what truly happened to Blacks in America is dangerous."

That's why Juneteenth is so important, as it focuses on those historical events that many prefer to erase from the books. Redlining, Jim Crow laws, slavery, and institutional segregation are topics falling by the wayside.

Juneteenth is rich with symbolism that everyone should become familiar with in order to better understand the plight of Black Americans.

The Juneteenth flag was created by activist Ben Haith, founder of the National Juneteenth Celebration Foundation (NJCF). The flag's design was conceived in 1997 and incorporated a red, white, and blue vision of a zigzag shape surrounding a star. In 2000, the flag was revised into the current version, according to the National Juneteenth Observation Foundation. In 2007, the date June 19, 1865, was added so no one would ever forget what it signified. The red, white, and blue colors symbolize that the American Slaves, and their descendants, were all Americans.

According to the Pan-African Alliance, red, black, and green are the colors signifying the Black race as they represent the blood, soil, and prosperity of Africa and its people.

Red stands for struggle and sacrifice and represents the millions of Black men and women who have lost their lives not only throughout history like Martin Luther King Jr. but also in more recent times like George Floyd and Breonna Taylor.

Black represents Black people and melanin, the soil of the Nile valley, and the unification of the African diaspora. "Black compels us to remember that we Black men and women are all unified as members of one family," according to the Pan-African Alliance.

Green stands for the natural wealth of the land of Africa, fertility, productivity, and prosperity.

"Juneteenth is such an important part of our nation's history and a crucial reminder of slavery's legacy in our country," Middleton said.

While the day marks the end of slavery in the United States, the reality is that slavery still exists in more subtle forms. Black Americans are too often slaves to a country that does not truly believe in "a new nation, conceived in liberty and dedicated to the proposition that all men are created equal." ■

SHOP STEWARDS TABULA

Elect Bargaining

COMMITTEE

It took 90 Shop Stewards and the entire Executive Board to sort through the 4,000 contract bargaining surveys, but after two full Saturdays devoted to the task, members' answers and comments were tabulated and the results compiled.

For the first time, Local 1180 surveyed members electronically, allowing for a less cumbersome process. It is also the first time that close to half of the active, public sector members responded.

"We knew we would get more members to participate with an electronic survey, but we were not expecting 4,000," said Local 1180 President Gloria Middleton. "That was a definite and pleasant surprise."

This was the first time participating in the Shop Steward Assembly Bargaining Council for **Carolyn Gibson** from HRA, who said she found the process of sorting through member responses to be "extremely enlightening." She was unsure of how the two-day event would play out, but once she understood the process, she found it easy to participate.

"I was pleasantly surprised at the number of responses received," Gibson said. "I made sure to let all of my fellow 1180ers know the importance of completing the survey and I even walked a few members through the process. Participating on the Bargaining Council was very interesting, engaging, and informative. I learned a lot about collective bargaining and how it works behind the scenes. There is so much more to signing a contract that I was unaware of."

"I learned so much in these two sessions that I am in the process of registering for the School of Labor and Urban Studies. I want to learn so much more about labor relations," she said.

This was also the first time participating in the process for Shop Steward **Nichelle Corbett** from DoITT, who was surprised by how "overwhelming" the process is of compiling contract bargaining demands.

"I was so happy that so many union members were involved and wanted their voices to be heard. It is very important to get members involved. I try to engage them in everything I learn as a Shop Steward," Corbett said. "I never envisioned how much work it takes to get the contract bargaining process started."

She is thankful for the time, patience, and guidance provided by the Officers and Executive Board. "The CWA 1180 union is a family and teaches you a lot. They are always there to help you succeed and help our members."

Ellice Vessels (PAA — SNAP) is definitely not new to the process, having participated in three Shop Steward Bargaining Councils. In all that time, she has never seen so many members answer the survey.

"I was both happy and excited that so many 1180 members wanted to have a voice and let us know exactly what they want," Vessels said. "It's very important to get members' input when formulating demands because we need to understand and be sympathetic to what the members needs are to do their jobs effectively."

Once the bargaining demands were all finalized, Shop Stewards voted on which of their peers would sit on the Bargaining Committee, and elected **HPD Shop Steward Debra Busacco; NYPD Shop Steward Crystal Johnson; DOC Shop Steward Mark Duke; H+H Elmhurst Shop Steward James Brown; CRCB Shop Steward Mason Logie; and DOF Shop Steward Zenola Fields.** ■



BCCCs **FILL** Community **FRIDGES** To Help Those In Need

Food insecurity has been on the rise in recent years, exacerbated by the pandemic's impact on the economy. While Local 1180 has been filling the fridges in various communities for years, the need has never been greater than now. That's why the Borough Community Coordinating Committees in The Bronx and Brooklyn both set out in April to help feed their respective communities.

Zenola Fields, Bronx BCCC Chair, said that borough's first "Fill the Fridge" event on April 29 was a large success. Even the rain could not keep away committed Bronx BCCC members who donned their rain gear to get the job done and help feed their neighbors.

"It was amazing! We received donations from committee members, family members, union members, friends, and even other borough committee members," Fields said. "People called me that day and asked me if I was going to cancel. I thought about it but then I decided that hunger affects people in any kind of weather."

The BCCC collected \$350 and used every penny to purchase pantry staples for The Bronx's "The Friendly Fridge" pantry that was discovered after an extensive search of calling several similar programs throughout the borough, unable to reach anyone.

"I'd call and no one would call back. I'd write emails and no one answered. I was determined to find a place so I continued my search," said Fields, who was surprised when someone actually answered her next call.

"I thought it was a recording when a woman answered," she said. "I explained to her that I've been looking for a place where we could donate food in The Bronx and was having no luck. She said, "oh my God! We need food! That's when I knew we had found our place."

The Friendly Fridge is not an ordinary pantry, however. It has no brick-and-mortar building. All food is distributed directly on the street to anyone in need — and the need is overwhelming. On Tuesdays and Fridays, Selma Raven, the pantry's director and coordinator, and her team can feed up to 200 people in one day. She said she gets no funding of any kind to run her program, with all food and meals coming directly from neighborhood residents, restaurants, or catering halls.

Raven shared her story about how her son, who is no longer with her, started this food pantry. Out of respect for him, she is continuing his work. She told the BCCC members gathered in a circle outside in the rain that far too many area pantries require potential recipients to sign into a website in order to receive food. For those without legal status, that becomes a deterrent and often leads them choosing hunger over the risk of deportation.



"They are afraid to log onto a pantry's site for fear of be tracked and traced," Raven told the members. "So their belly's stay empty. At The Friendly Fridge, we just give to those in need with no questions asked."

It's for those reasons that Committee members witnessed firsthand the fruits of their labor when a white man in his mid 60s walked back and forth in front of the fridge half a dozen times, wondering if could take some food. He finally decided it was OK and helped himself before boarding a bus and leaving. And when a young Hispanic man got off his bus, came right to the fridge, got some food, and then left. And when a Black girl in her 20s wearing a heavy backpack took some food and left with a smile.

"Food insecurity knows no boundaries. It can touch anyone regardless of race, gender, or age," Fields said, when she reassured Raven that this would not be the last time she saw the Bronx Borough Coordinating Committee.

Many of the cupboards — or fridges as the case might be — were also bare in Brooklyn until Local 1180 came along.

The fridges in Brooklyn, like in other communities, are more than just charity and they definitely aren't sidewalk art. **Hazel O. Worley, Brooklyn BCCC Facilitator**, said the fridges are a security for those who are hungry and often have no other means of obtaining food for their families or themselves.

"They are a prime example of neighbors helping neighbors by putting food into the hands of those who are hungry," she said. "A lot of times, New Yorkers don't have anywhere else to get food and count on the donations that are in the fridges, like fresh produce, canned and non-perishable items, and even milk."

She said that the need in some underserved communities is reaching new heights. "In some neighborhoods, this is a serious issue," Worley said. "Financial insecurity and the skyrocketing costs of food have really increased the need for area fridges and pantries. Families really rely on this help."

Community food pantries are serving an increasing number of New Yorkers. Sadly, however, many food pantries run out of food long before they can provide for everyone waiting on line, forcing hungry New Yorkers to either remain hungry or find other means.



Local 1180 members, through both the Brooklyn Borough Coordinating Community Committee and the Civil Rights and Equity/Community Service Committee, have been involved in Fill the Fridge efforts for years, with members often purchasing food on their own to help restock the fridges.

Worley stated as soon as her group got to work, several people appeared and were so thankful for the efforts.

“One man said he was so appreciative of what we were putting in the fridge. He and his family live in a neighborhood shelter and do not have proper cooking equipment. The food we were providing is a great help as the limited amount of food stamps he receives is not enough to purchase food for his family for the month,” Worley said. “It’s such a gratifying opportunity to be able to participate in this project.”

Barbara Tulloch (HCPPA — Metropolitan Hospital) agrees.

“By giving back to the community, it shows first hand how volunteering makes a great difference in someone’s life who is less fortunate,” she said. “I’m looking forward to the next time we can help.”

Local 1180 members who helped out in the Bronx were **Cherylyn Allen-Freeman, Bronx BCCC Co-Chair; Florence G. Anthony, Kim Canty, Theresa Apointe, Theresa Pinto, Jeanette Taylor, Second Vice President Teesha Foreman, Member-at-Large Amica Benjamin, and Mobilization Coordinator Helen S. Jarrett.**

In addition to Worley and Tulloch, Local 1180 members who helped out in Brooklyn at the Glenmore Avenue location were **Brooklyn BCCC Chair Ingrid Brown-Lewis, Alfred Pasard** (Coordinating Manager—Coler Nursing Facility),



Andrea Hubbard (Retired), **Rosario Roman** (Member-at-Large), **Annie Stevenson** (Retired), and **Ramona Scott** (Retired).

When Local 1180 members set out with a vision and goal, there is no stopping them until the mission is complete. When they arrived, the fridges were empty. When they left, they were full. ■

MEMBERS IN ACTION

Red Carpet for International Women's Month



Elaine Blair (Coordinating Manager — DOHMH) and **Debra Busacco** (PAA — HPD) represented Local 1180 at the Red Carpet for Social Justice International Women's Month 2023 celebration on March 31. The event spotlights women's accomplishments, strengths, diversity, and shared experiences. Women from various New York unions and community organizations came together to showcase their ethnic or cultural heritage or a historic persona, all while conveying messages of social justice. This event has been ongoing for more than a decade and now includes women from nearly 40 unions and various groups. Busacco is Co-Chair of the Local 1180 Women's Committee and a Shop Steward. Blair is also a Shop Steward and actively involved in myriad organizations and outreach events in her community. She was featured in the July-September 2021 Communique. Her story can be read at: bit.ly/43BziBU ■

Bronx Week 2023



President Gloria Middleton met with Bronx District Attorney Darcel Clarke during Bronx Week 2023 on May 17. (left). City Council Member Carmen De La Rosa was one of the guest speakers at the event sponsored by Bronx Boro President Vanessa Gibson. Local 1180 is endorsing both in the June 27 primary. ■

Celebrating a Huge Success



Ed Yood (Admin Manager — DSNY) spoke on behalf of the Local 1180 Committee on People with Disabilities at an April 24 rally marking a court approval of a historic settlement that will make the New York City subway accessible to people who need stair-free access. The NYS Supreme Court ruling will make subways accessible for more than a half million people with disabilities who cannot use the stairs. Under the terms of the agreement, the MTA will commit to dedicating 14.69% of each of its five-year capital plan budgets to station accessibility, barring unexpected critical needs. This will increase the total number of accessible stations to 81 stations currently slated for accessibility under the 2020-2024 capital program; an additional 85 stations by 2035; another 90 stations by 2045; and the final 90 stations by 2055. Pictured with Yood (at microphone) are representatives from Disability Rights Advocates, Disabled In Action of Metropolitan NY, and Elevator Action Group of Rise and Resist. ■

Meeting of the BCCC Minds



Borough Community Coordinating Committee Chairs met with **President Gloria Middleton** and **First Vice President Gerald Brown** to discuss planning for future events and the direction of the committees. Pictured: Ben Miles (The Advance Group), **Zenola Fields** (Bronx Chair), **Helen S. Jarrett** (Mobilization Coordinator), **Elaine Blair** (Queens Chair), **President Middleton**, **Veronica Windley** (Manhattan Chair), **Ingrid Brown-Lewis** (Brooklyn Chair), Sebastian Levinson (The Advance Group), and **First VP Brown**. Pictured on screen: **Dolores Andino** (Staten Island Chair). ■

Site Meeting at HPD Answers Member Questions



HPD Shop Stewards **Phoebe Arnold** (Admin Manager), **Debra Busacco** (PAA), **Rosario Roman** (Local 1180 Member-at-Large), **Pamela Odle** (PAA), and **Juan Rosario** (Admin Manager) held a site meeting at 100 Gold St. on March 24 that gave members a chance to gather in a more intimate setting to hear union updates and ask questions on union-wide topics or those pertaining just to their worksite. Dozens of members attended and also heard from both **Local 1180 Second Vice President Teesha Foreman** and **Membership Coordinator Deborah Valentin**. ■

Never Miss a Chance to Dance – Or Donate



Prom season is a special time for high schoolers, unless you are one of the growing number who cannot afford to attend what's become a very expensive event. Thanks to the help of the CWA Local 1180 Civil Rights & Equity/Community Service Committee, and donations from union members, help came in the form of the annual Prom Dress & Young Men's Suit Drive. Gowns, suits, purses, shoes, and jewelry were sorted by committee members before being donated to the Cinderella/Young Men's Project. **Committee Chair Hazel O. Worley** said it's always great to see what members donate and how such a small act of kindness goes a long way. Committee members expressed how rewarding it was to be part of this event. Gwen Richardson, CEO and Founder of the Cinderella/Young Men's Project, said she is thankful for the continuous support she receives from CWA Local 1180 members. Pictured are committee members **Rosario Roman** (Member-at-Large), **Carol Griffith** (PAA — NYPD), **Verna Finley** (PAA — NYCHA), **Otissa Dillard** (PAA — DSS), **Worley**, **Regina Kelly** (Retired — DSS), **Earlene Powell** (Admin Manager — DOT), **Committee Co-Chair Ingrid Brown-Lewis** (PAA — ACS), and **Amica Benjamin** (Member-at-Large). ■

MEMBERS IN ACTION

NAMI Walks in New York City



The rain didn't stop Local 1180 members who turned out for this year's NAMI Walk on May 20. The National Alliance on Mental Health holds the yearly event in cities across America to raise funds for, and draw attention to, mental health. NAMI is an alliance of more than 600 affiliates working in local communities to raise awareness and provide support and education that was not previously available to those in need. They work to educate, support, advocate, listen, and lead to improve the lives of people with mental illness and their loved ones. **Member-at-Large Amica Benjamin** was co-captain of the Local 1180 team with **Ed Yood**, Chair of

the Committee on People with Disabilities. "This was my first year participating and it truly was so inspiring to see so many people out (in the rain) in support of such a great cause," Benjamin said, in announcing that \$280 was raised by team CWA Local 1180. NAMI to date has raised \$1,027,477 of its \$1,250,000 goal. Pictured are **Audrey Henderson** (Retiree — TLC), **Fatima Hasan** (PAA — DSS), **Benjamin, Carol Porter-Jenkins** (PAA — DOC), **Wanda Vega** (former 1180 member), **Yood, Denise Jackson** (Admin Manager — DSS), and **Sarah Wong** (Retiree — DSS). **Otissa Dillard** (PAA — DSS) also attended but is not pictured. ■

Labor Supports CUNY SLU



President Gloria Middleton and members of the Executive Board attended the March 16 CUNY School of Labor and Urban Studies' (SLU) First Growing Stronger Through Partnerships breakfast that brought together labor unions and community partners to meet with students and faculty, learn more about the SLU programs, and visit the newly expanded vertical campus on West 43rd Street. Middleton spoke at the event, saying how important it is for New York City's unions to support SLU as it helps workers advance in their careers and become stronger advocates for workers' rights and social justice. Local 1180 has been a long-time SLU supporter and partner, offering members a chance to attend and earn up to 30 credits for free in both undergraduate and graduate studies. Pictured are **Member-at-Large Amica Benjamin**, **Second Vice President Teesha Foreman**, **Secretary-Treasurer Robin Blair-Batte**, **First Vice President Gerald Brown**, and **Member-at-Large Helen S. Jarrett**. ■



Walking the Picket Line



On April 24, CWA 1180 members went to Fordham University in the Bronx and walked the picket line in support of graduate student workers who were on a three-day strike in response to the administration's refusal to bargain in good faith for a contract. Pictured are Retirees **Jeanette Taylor** and **Florence Anthony**, along with **Helen S. Jarrett** (Mobilization Coordinator). ■



HOLIDAY HILL • CHESHIRE, CONNECTICUT

S A T U R D A Y
SEPT. 02

ALL TICKETS ON SALE JULY 17 - AUG. 18, 2023

BUS & PARK TICKETS MUST BE PURCHASED AT THE SAME TIME
NO TICKETS WILL BE SOLD AT THE PARK!

PARK & BUS TICKETS | ADULTS - \$70 • CHILDREN (2- 12 YRS) - \$50

PARK ONLY TICKETS | ADULTS - \$50 • CHILDREN (2- 12 YRS) - \$30

ALL MAIL-IN ORDERS MUST BE RECEIVED NO LATER THAN **FRIDAY, AUG. 18** NO EXCEPTIONS!

NO CHECKS | NO REFUNDS | NO EXCEPTIONS | MONEY ORDERS ONLY (PAYABLE TO: CWA LOCAL 1180)

LOCAL 1180'S FAMILY & FRIENDS BBQ FUN DAY

will be fun for all. There will be plenty to eat and activities all day. Enjoy swimming, volleyball, tennis, horseback riding, pony rides, fishing, bingo, chess, and more! Bring a swimsuit and towel for swimming, and if you want to fish, bring your own rod and tackle.

Food will be served all day, with favorites such as BBQ chicken and spare ribs, fried chicken, hotdogs, hamburgers, and all the fixings. Many side dishes to choose from. Plus sweet treats like ice cream, cotton candy, and cake. Assorted sodas and juices will be served.

NO PERSONAL COOLERS OR COOLER BAGS ALLOWED IN THE PARK. REMOVAL OF ANY FOOD FROM THE PARK IS PROHIBITED!

BUS LOCATIONS

BROOKLYN

#1 LIU (Long Island University) Flatbush Ave. between Dekalb Ave. & Fleet St.

#2 BOYS & GIRLS HIGH SCHOOL
 Fulton St. & Schenectady Ave.

#3 UTICA AVE. & EASTERN PKWY.
 Banco Popular Community Bank

BRONX

#4 BAY PLAZA SHOPPING CENTER
 Co-Op City Blvd. & Bartow Ave.

#5 RIVER AVE.
 Between E. 161st St. & E 162nd St.
 (Across from Yankee Stadium)

MANHATTAN

#6 LENOX AVE. & 125TH ST.
 Bus Stop in front of CVS

QUEENS

#7 ROCHDALE VILLAGE MALL
 U.S. Post Office Baisley & Guy R.
 Brewer Blvd.

#8 179TH ST. AT HIP CENTER
 Hillside Ave. & Midland Pkwy.

PLEASE USE LOCATION NUMBER WHEN ORDERING

ALL BUSES DEPART AT 8 a.m. SHARP!

FOR FURTHER INFO CONTACT COORDINATOR HAZEL O. WORLEY @ 212.226.6565 EXT. 4970

Please Print Clearly

NAME _____

ADDRESS _____

PHONE _____

EMAIL _____

MAIL COMPLETED FORM TO:
 CWA LOCAL 1180
 ATTN: FAMILY & FRIENDS FUN DAY
 6 HARRISON ST., 4TH FL., NEW YORK, NY 10013

PLEASE COMPLETE SEPARATE FORM(S) FOR EACH BUS LOCATION

PARK & BUS TICKETS			TOTAL RECEIVED
ADULTS	\$70 x _____ = \$ _____		
CHILDREN	\$50 x _____ = \$ _____		
BUS LOCATION #	_____		

PARK ONLY TICKETS			TOTAL RECEIVED
ADULTS	\$50 x _____ = \$ _____		
CHILDREN	\$30 x _____ = \$ _____		

Shop Steward Theresa Pinto Organizes First Metropolitan Hospital

Not everyone who starts working at Manhattan's Metropolitan Hospital knows what union they belong to — or even that there is a union to represent them. Local 1180 **Shop Steward Theresa Pinto** saw that as a large problem and set out to correct it.

Pinto has worked at Metropolitan Hospital for 24 years. She started as a member of DC 37 Local 1549 in 2000, but it wasn't until a personal tragedy in 2006 that she realized the power of her union.

"I had a traumatic, life-changing moment when I lost my husband," Pinto said. "One of my supervisors at the time contacted my local and told them I needed help. When I saw the love given to me by my local and how they helped me through such a difficult time, I decided I wanted to do something to give back."

She trained to become a Local 1549 Shop Steward and became more involved. She also ran for several positions within her local and was eventually elected Chapter Chair representing 11 H+H hospitals.

When she was promoted to Coordinating Manager in 2021, Pinto became a member of Local 1180. Since so many hospital workers already knew her from her time as a 1549 Steward, they encouraged her to run for Local 1180 Shop Steward — and she was overwhelmingly elected by her peers.

"They knew I am a fighter They knew I would be their voice. They knew I have a great relationship with management," she said. "They knew I would represent them well."

Pinto is also Chair of the Labor Caucus at Metropolitan. It's that position that enabled her to pull off the huge feat of organizing the hospital's first-ever Labor Union Information and Appreciation Day on June 6, 2023.

"I had this idea because I realized people just don't know what union they belong to. I know the majority of people at Metropolitan because I've been there so long. I know workers' concerns. I know what's important to them and how valuable unions are," she said. "I brought my idea to the Labor Caucus and told them that members need to know who represents them, they need to know about their pensions, and they need to know about HR. I told them I wanted to do this Union Day and they were on board."

Pinto then took her idea to management, and they agreed. What she was not expecting, however, was their enthusiasm for the project. At a joint Labor-Management meeting, she also mentioned her idea to Metropolitan CEO Cristina Contreras, who replied "marvelous idea." Contreras came by the Union Day event (pictured top row, third photo from left in the middle) and spent some time speaking with employees and union leaders.

Management would often stop her at work and ask how the planning was coming along. She didn't want to tell them what a huge undertaking it was and how she might have bitten off more than she could chew.

She knew she could use some guidance, so she reached out to Local President Gloria Middleton, who connected her with Second Vice President Teesha Foreman and the two worked together on finetuning the details.

"Teesha really helped me figure out what needed to be included at the event. I appreciated her help and from that day that I met with her, everything went smoothly. Even locals I was having trouble reaching were now on board," she said.

Pinto contacted as many unions as she could that she knew represented the various titles of Metropolitan workers. Some, like Local 1180, were easy to reach and agreed right away. Others were more difficult to contact and needed some persuading.

"Theresa reached out with this idea so I invited her to the union office for a mentorship and we sat down and went over her vision," Foreman said. "There wasn't much guidance needed as she came to me with a vision and we just spoke about execution. Theresa knew what she wanted. She just wanted a little feedback and a few vendor connections," Foreman said.

After months of planning, Pinto had 12 unions attending: CWA Local 1180, DC 37 Locals 1549, 983, 420, and 371, SEIU Local 1199, Teamsters Local 237, SEIU Committee of Intern and Residents, Doctors Council, and New York State Nurses Association. Even vendors like Municipal Credit Union, Tax Deferred Account Program, Voluntary Insurance Program, Workers' Comp attorneys, and the Financial Literacy Campaign jumped at the chance to reach out to hospital workers and let them know what benefits were available to them.



Members from Local 1180 who came to assist **Shop Steward Theresa Pinto** with the Metropolitan Hospital First Union Day: Shop Stewards **Gustavo Navarro**, **Doreen Dixon**, and **Nancy Cuevas**, Staff Representative **Denise Duncan**, Second Vice President **Teesha Foreman**, Member-at-Large **Ranston Foster**, Local 1180 Benefits Coordinator **Jermaine Armstead**, **Gitree Trashad-Singh** (Assistant Coordinating Manager), **Myrlande Delly**, (Coordinating Manager), and **Mildred Molton** (former Metropolitan Shop Steward).



UNION DAY

The four-hour event held in the hospital's Second Avenue parking lot was a huge success. Hundreds of workers attended, with many reaching out to Pinto afterward to express their thanks.

The main purpose of the event was to bring the unions to employees so they could speak directly with their representatives, get information about programs and benefits available to them, learn to start appreciating the unions that represent them, and of course, sign a dues card. Pinto said she signed up about a half dozen new Local 1180 members for both the union and for political action.

"The event was a huge success. It was great being able to meet and greet our members as well as answer any questions they had. I know next year will be bigger and better and I hope more unions decide to participate," Foreman said. "For hospital employees who came out and didn't see their unions there, you could see the disappointment on their faces."

Pinto said it's so important for members to know about due process, how unions and their contracts protect jobs, and how they can improve themselves by going to school and earning various degrees. This is just some of the information that unions were able to share with workers who attended.

"I can't say it strongly enough when I tell members to educate themselves more about their union. It's just so important," she said. "You never know when you will personally need your union and I can tell you that they will be there for you."

As Chair of the Labor Caucus, Pinto maps the hospital so she knows exactly where members work and who is new. If she sees unfamiliar faces, she will ask for their titles and then let them know right away which union is theirs.

She is trying to make Union Day a yearly event, and hopes that more unions like painters, carpenters, OSA, and locksmiths participate next year so no one with titles represented by unions feel left out. ■



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

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

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

Administrative Manager Open Competitive list #1195 was established on Sept. 28, 2022, with 4,550 eligibles on the list. The above chart was revised on March 14, 2023.

NONPROFITS BARGAIN FOR NEW CONTRACTS

National Audubon Society

In late March, management submitted what they claimed was a “complete” package despite some of their suggested benefits not having any details and one proposal being just an email from the president to the staff. Since then, Audubon Society management has not provided any proposals or counter offers attempting to force the union into package bargaining, which traditionally disadvantages the Union. It would also force the Union to provide an economic proposal that would waive the union’s right to economic information that has been requested of Audubon. Following that Audubon took one of the union’s interim proposals on health care that included up to six weeks of parental leave and provided it to all of the non-union staff. The senior leadership at Audubon believes that leveraging parental leave and threatening impasse will break the membership. For some reason they believe that scummy tactics will improve their staff’s trust in them, but the unionized staff will not bend or break. We will ramp up our concerted union activity and make it clear to management that they have a unionized shop at the Audubon Society. We will not tire; we will turn up the heat because we are CWA and when we fight, we win.

StoryCorps

We have now submitted what we believe to be all of the union’s proposals to StoryCorps and are now debating the meat of the economics. By all accounts, the negotiations of our first contract in 2019 were contentious; however, management has been more receptive to some of the union’s proposals. There is still a large gap between management and the union’s economic proposals on wages, though.

Books and Rattles

CWA Local 1180 and Books and Rattles have reached a tentative agreement on a new contract! If ratified, the agreement will be effective retroactively from July 1, 2022 until June 30, 2025. This hard-fought agreement includes substantial wage increases across the board for all members, in addition to longevity increases and new protections in working conditions for the hard working Teachers, Teaching Assistants, and Therapists at Books and Rattles.

Open Society Foundations

On May 5, the Open Society Foundations Bargaining Committee met in person — the first Local 1180 in-person private sector non-profit bargaining session since the pandemic. The goal of both sides was to make some significant progress, and by the end of May, the Union passed an economic concept document in order to push things along and be on more solid ground by the June bargaining session. After the meeting, the Committee grabbed a group shot to commemorate the first, in-person session. From left: **Nina Ippolito, Laura Ammons, Christopher Scott, Willamae Boling, Luis Benitez-**



Burgos (CWA District 1 Rep), **Autumn Mortali**, and **Venus Campbell**.

Human Rights Watch

1180 and Human Rights Watch bargaining has progressed, with tentative agreements being reached on a number of articles in the preceding months. However, with a lot of work ahead of us, 1180 and the HRW bargaining committee are working with management to schedule additional bargaining sessions ahead of June 30, the expiration of the contract’s extension.

Physicians for Human Rights

After a hiatus due to a change in PHR’s leadership, CWA Local 1180 and PHR have sat down at the bargaining table once again to continue contract negotiations. We held our second bargaining session on May 17, 2023. Local 1180 is optimistic that PHR’s new leadership will help turn the page and work collaboratively with the union and its members to achieve a fair contract after multiple issues which had delayed and obstructed the bargaining process.

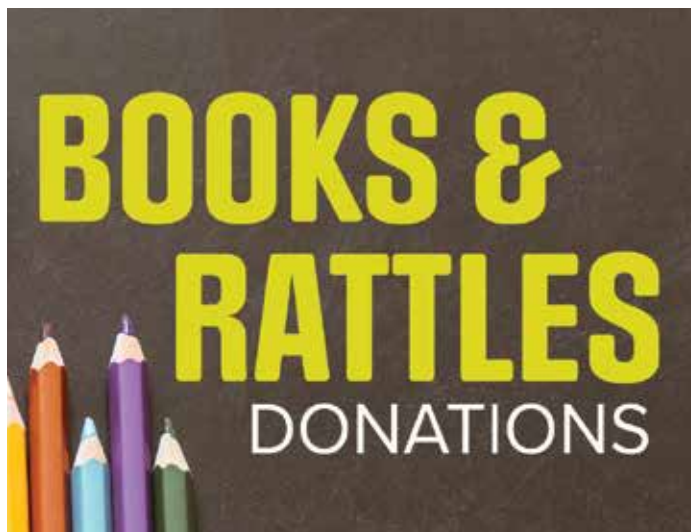
Sunrise Movement

Local 1180 and Sunrise Movement met on May 23 for the first round of the contract reopener. Dealing primarily with economic articles, we are confident that we will move toward a fair and dignified wage and benefit structure for all union members at Sunrise. ■



At Type Media Center’s Annual Celebration on May 1 honoring the 2022 Puffin Prize recipient Heather Booth, Local 1180 Private Sector Staff Rep Christopher Thomas is pictured with Bargaining Committee members **Maha Ahmed** and **Nina Zweig**. Local 1180 finished successfully bargaining their new contract earlier this year. ■

Have an **UPDATE** or **NEWS** from your Private Sector Shop?
Send information and photos to Staff Rep Chris Thomas
cthomas@cwa1180.org



Local 1180 is asking all members to please donate an item off the list below to help support our brothers and sisters working at Books & Rattles who do not have enough classroom supplies. All items should be appropriate for children ages 3-5.

ITEMS NEEDED

- Staplers/Staples
- Construction Paper
- Masking Tape
- Pens/Markers
- Educational Books
- Toys (science, kitchen toys)
- Door Gate (to keep kids from walking out)
- Play-Doh
- Laminating Material
- Tissues
- Coloring Books
- Crayons
- Graduation Caps
- Graduation Decorations
- Kinetic Sand
- Jump Ropes
- Bubbles
- Glue
- Science-Themed Magnets
- Adult Chairs
- Small Couch/Chair for Children
- Toilet Paper
- Play Area Rug
- Cots for Children
- Foam Blocks
- Books on Tape
- Drawing Easels
- Dry-Erase Markers
- Portfolio Organizer/ Folders
- Folders to Keep Children's Work In
- Lesson Planners

BRING YOUR DONATIONS TO LOCAL 1180 HEADQUARTERS

6 HARRISON ST. MANHATTAN

Collection boxes will be located in the lobby and on the 4th Floor

DOWNLOAD the LOCAL 1180

UNION STRONG MOBILE APP



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.

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

UPDATE YOUR INFORMATION ON FILE WITH UNION

Members are encouraged to log into their Member Management Portal (MMP) and verify that the information CWA Local 1180 has on record is accurate.

If all of your personal information (home address, home and cell phone numbers, personal and work emails, beneficiary information) is accurate, no further action is required.

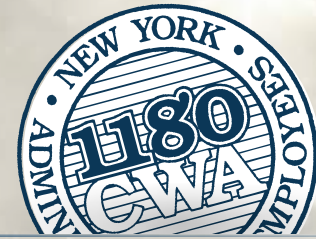
If any of your information is incorrect, please update it within your portal while you are logged in.

It is particularly important that Local 1180 have an accurate personal email and cell phone number on file as this is how we contact members with important benefit and other updates that cannot be sent to a work email address.

If you need to update your beneficiary information, please fill out this form and return to us via email, fax, or regular mail.

If you have any questions, please don't hesitate to contact benefits@cwa1180.org or call 212.966.5353. ■

Local 1180 Elections



Nominations Due by Sept. 1, 2023

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

The positions to be filled are:

- President
- First Vice President
- Second Vice President
- Secretary-Treasurer
- Recording Secretary
- Nine At-Large Executive Board Members

The five officers and nine at-large members together form the union's executive board, which constitutes the governing body of the Local and meets monthly. The executive board members are also elected as the Local's delegates to the biannual CWA convention. All terms are for three years, beginning Jan. 1, 2024. Any member of Local 1180 in good standing may nominate herself or himself or may nominate another member in good standing.

To make a nomination, you must submit a letter to Secretary-Treasurer Robin Blair-Batte by Sept. 1, 2023 by certified mail, return receipt requested. Send the letter to: CWA Local 1180, 6 Harrison St., 4th Floor, New York, NY 10013. All nominating letters must include the name of the person you are nominating, the position you are nominating that person for, and must be received by Sept. 1, 2023. Ballots will be mailed in October to all CWA Local 1180 members in good standing and will be due back in two or three weeks. As in past years, the American Arbitration Association will handle the receipt and counting of the ballots under the direction of the Local 1180 election committee.

The pertinent sections of the Local 1180 by-laws governing nominations and elections are as follows:

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

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

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

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

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

SHOP STEWARD ELECTIONS

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



GERALD BROWN

First Vice President

If you are like most individuals, you are flooded with weekly emails on how to do away with the electoral college. Usually, the email will ask you to make a contribution to support doing away with the electoral college systems. Be aware of such emails as it is not as easy to change or do without the system, described in the email.

Electoral votes are allocated among states based on the census. The 2024 Presidential election will be based on the 2020 census count. Each state is allocated a number of electoral votes equal to the number of U.S. Senators (2 each State) and the number of representatives in the states U.S. Congressional delegation.

Based on the 23rd Amendment to the U.S. Constitution, the District of Columbia (Washington D.C.) is allocated three (3) electoral votes and treated like a state for the purposes of the electoral college. All states except for Maine and Nebraska have a winner take all policy where the state looks only at the overall winner of the state-wide popular vote. Maine and Nebraska approve individual electors based on the winner of the popular vote for each congressional district and their two state-wide electoral votes are based on the popular vote for the state.

With Maine and Nebraska not using a winner take all system, it is rare for two states to have a split vote. It has only happened once in each state, 2008 in Nebraska and 2016 in Maine. ■

The following is a breakdown of electoral votes for the 2024 election based on the 2020 census. The number in brackets shows how the electoral votes have changed since the 2010 census.

Rank	State	Electoral Votes
1	California	54 (-1)
2	Texas	40 (+2)
3	Florida	30 (+1)
4	New York	28 (-1)
5	Illinois	19 (-1)
5	Pennsylvania	19 (-1)
7	Ohio	17 (-1)
8	Georgia	16
8	North Carolina	16 (+1)
10	Michigan	15 (-1)
11	New Jersey	14
12	Virginia	13
13	Washington	12
14	Arizona	11
14	Indiana	11
14	Massachusetts	11
14	Tennessee	11
18	Colorado	10 (+1)
18	Maryland	10
18	Minnesota	10
18	Missouri	10
18	Wisconsin	10
23	Alabama	9
12	South Carolina	9
25	Kentucky	8
25	Louisiana	8
25	Oregon	8 (+1)
28	Connecticut	7
28	Oklahoma	7
30	Arkansas	6
30	Iowa	6
30	Kansas	6
30	Mississippi	6
30	Nevada	6
30	Utah	6
36	Nebraska	5
36	New Mexico	5
38	West Virginia	4 (-1)
38	Hawaii	4
38	Idaho	4
38	Maine	4
38	Montana	4 (+1)
38	New Hampshire	4
38	Rhode Island	4
45	Alaska	3
45	Delaware	3
45	North Dakota	3
45	South Dakota	3
45	Vermont	3
45	Wyoming	3

Electoral College Count in Prior Elections	Year	Democratic (Candidate)	Republican (Candidate)	Count
	2020	Democratic (Biden)	Republican (Trump)	232
	2016	Democratic (Clinton)	Republican (Trump)	304
	2012	Democratic (Obama)	Republican (Romney)	206
	2008	Democratic (Obama)	Republican (McCain)	173
	2004	Democratic (Kerry)	Republican (Bush)	286
	2000	Democratic (Gore)	Republican (Bush)	271
	1996	Democratic (Clinton)	Republican (Dole)	159
	1992	Democratic (Clinton)	Republican (H.W. Bush)	168

The Battle Ground States	States
	Arizona, Florida, Georgia, Michigan, Ohio, Pennsylvania, Virginia, Wisconsin

Electoral College Voting History in Battle Ground States

	1992	1996	2000	2004	2008	2012	2016	2020
AZ	R	D	R	R	R	R	R	D
MI	D	D	D	D	D	D	R	D
OH	D	D	R	R	D	D	R	R
PA	D	D	D	D	D	D	R	D
WI	D	D	D	D	D	D	R	D
FL	R	D	R	R	D	D	R	R
GA	D	R	R	R	R	R	R	D
VA	R	R	R	R	D	D	D	D

District of Columbia has 3 Electoral votes

RETIREE REPORT

Message from Retiree Division Director Suzanne E. Beatty, LMSW



It took a while, but life seems to finally have returned to pre-pandemic normal as can be seen by the lack of mask mandates and by the number of in-person events the Retiree Division has scheduled.

From the start of this year, we've had our senior technology classes at CUNY SLU, several Broadway show days, movies and lunches, and even a couple of overnight trips.

There is still so much more to come. Just because life in general slows down a bit during the summer doesn't mean your Retiree Division does, too. In fact, we have more planned than ever with a baseball game, overnight trips to Pittsburgh and Cape Cod, day trips, borough BBQs, and some stretch fitness classes. As you know, we send out weekly eblasts announcing all the upcoming events, trips, and meetings, so be sure to keep us updated with your email.

Of course, you can always visit our retiree page on the Local 1180 website at www.cwa1180.org/retiree/retiree-event-calendar where you will find everything you need to know about benefits classes, computer and technology classes, exercise programs, and our trips.

In April, the Retiree Division traveled to Florida to visit with all our retirees who have moved to the sunny south. We visited both Boca Raton and Orlando to make sure we got to both coasts. This Florida Retirees Benefits Conference was not only a chance to meet up with all of you, but to talk about all things benefits, including

the new Aetna Medicare Advantage program, and dispel all the hearsay floating around about the new plan. It was great to see everyone and even meet some new retirees. I think these photos speak for themselves!

Don't worry if you've retired to Georgia or the Carolinas. We're coming to meet you in early August. Our weekly emails and our website have all the information about this Southern States Retirees Benefits Conference.

Our Monday benefits webinars are devoted to all things Medicare, so I encourage you to join in. The best way to get accurate information is to hear it right from the source. We know you have a lot of questions and we're doing our best to provide you with all the answers. Each week we post a new Top 5 Questions of the Week that directly address the most common questions we're hearing from our retirees. We include these fact sheets in our weekly eblasts, but you can also find all of them on our website here: www.cwa1180.org/retiree/medicare-advantage-plus-plan

Finally, a shout out to the Retired Members Chapter for a job well done on their annual luncheon. It takes a lot of planning to get that type of event together and members said they had a great time. Even President Gloria Middleton came, where she was presented with flowers from **RMC Vice President Olivia V. Livingstone** (pictured below left) and **Chapter President Marlene Ramsey**. If you were there and took some photos, email them to us at retireedivision@cwa1180.org so we can post them on our website.

Hoping everyone has a great summer. ■



Retired
Members
Chapter

46TH ANNUAL RETIREE LUNCHEON



Southern States Retirees

Benefits Conferences 2023



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Jan. 24, 2023

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

Executive Board Members in Attendance:

Officers

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

Members-At-Large

Amica Benjamin, Helen S. Jarrett, Debra Paylor, Rosario Roman, Hazel O. Worley

Absent

Members-At-Large Ranston Foster, Denise Gilliam, Gregory Smith, Venus Colon Williams

President's Report

Minutes of the Nov. 28, 2022, and Dec. 29, 2022, meetings 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.

Jan. 4 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting. Additionally, she participated in the H+H Monthly Leadership meeting.

Jan. 5 — Chaired the CWA Local 1180 All Staff meeting.

Jan. 6 — Prepared for the upcoming City Council hearing and participated in the farewell luncheon for Benefits Staff Member Candice Pierre.

Jan. 9 — Attended the City Council hearing regarding the proposed changes to the Administrative Code 12-126 that will impact 300,000 retirees, Intro 0874. It's the City's move to switch retirees to Medicare Advantage. NYC retirees expressed their disagreement through their testimony. After many debates, a vote to amend the code was not taken, meaning that all retirees will remain in their current plan until further notice. Later that day, she participated in interviews for hiring a Private Sector Staff Representative.

Jan. 10 — Continued Private Sector Staff Representative interviews.

Jan. 11 — Participated in the FDNY Safety and Health Committee meeting. That afternoon chaired the weekly Communications meeting with Marci Rosenblum and the CWA Local 1180 weekly staff meeting. That evening, prepped for the upcoming Assistant Director's meeting.

Jan. 12 — Participated in the New York Comic Con (NYCC) Introductory meeting. That evening, she chaired the Assistant Director meeting.

Jan. 13 — Prepared for the upcoming General Membership meeting. Later that day, she participated in the Allstate Identity Protection presentation.

Jan. 17 — Prepared for the upcoming Assistant Director Contract Bargaining negotiations.

Jan. 18 — Participated in the HRA Safety and Health Committee meeting, chaired the weekly Communications meeting with Marci Rosenblum, chaired the CWA Local 1180 weekly staff meeting, and then the CWA Local 1180 General Membership meeting.

Jan. 19 — Participated in National CWA Executive Board meeting.

Jan. 20 — Prepared for the upcoming Assistant Director Contract Bargaining negotiations.

Jan. 23 — Participated in the HHC-OLR Assistant Director Contract Bargaining negotiations.

Jan. 24 — Participated in the Executive Board Diversity Committee meeting. That afternoon, chaired the Private Sector Staff Representative interviews. That evening, chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated Jan. 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the People's Campaign Parole Justice a Primer on the Elder Parole and Fair and Timely Parole Bills. Lastly, she distributed and discussed the Jan. 24, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Gerald Brown discussed the upcoming 2023 Elections. All 51 New York City Council members are up for re-election. CWA Local 1180 will set up interviews and endorse candidates based on the selection process.

He attended the following meetings during the month: Staff, Executive Board, General Membership, NYC CLC Political Directors, CWA District 1 Legislative and Political, to name a few.

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

Second Vice President's Report

Second Vice President Teesha Foreman presented the Staff Reps Activity Report.

December 2022

Agency Walk-Throughs.....2
EEO Investigations/Interviews...7
Emails.....1,008
G.O. 15 (NYPD).....1
Health & Safety Meetings.....2
Hearing Preparation.....4
Hearings.....3
Hiring Pools.....1
Investigative Hearings/Meetings.6
Labor Management Meetings...7
Off-Site Member Meetings.....2
OSI Interview (DOE).....1
Phone Calls.....333

Site Meetings.....12
Supervisory Conferences.....6
Walk-ins.....1

Site Meetings

H+H (12/1/22)
Queens Hospitals
82-68 164 St., Queens

NYCHA (12/2/22)
23-02 49 Ave., Long Island City

HRA/Legal Affairs (12/8/22)
4 WTC, Manhattan

HRA/Customer Assist. Services (12/9/22)
4 WTC/109 E. 16th St., Manhattan

ACS (12/13/22)
330 Jay St./345 Adams St./
12 Metrotech, Brooklyn

H+H (12/13/22)
Belvis, Morrisania and Sydenham
Hospitals
545 E. 142 St., Bronx
1225 Gerard Ave., Bronx
264 W. 119 St., Manhattan

OMB (12/16/22)
255 Greenwich St., Manhattan

Housing Authority (12/19/22)
1 Fordham Plaza, Bronx

Comptroller's Office (12/20/22)
1 Center St., Manhattan

DOT (12/20/22)
30-30 Thompson Ave., Long Island City

H+H (12/22/22)
Cumberland SAIT
100 N. Portland Ave., Brooklyn

DCAS (12/29/22)
210 Joralemon St. and 22 Reade St.
Brooklyn

Foreman discussed the ongoing H+H bargaining negotiations and the NYPD compressed pilot program. Lastly, she advised the Administrative Manger Appeals are being handled by Joel Spivak of Mirkin & Gordon Law firm.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for December 2022. She advised that the T.D. checking account has a balance of \$1,069,478.14 as of C.O.B. Jan. 24, 2023.

Blair-Batte reported the following member activity:

December 2022

New Member Enrollments.....61
Active Deceased.....1
New Retirements.....45
Retired Deceased.....6
Total Active Members.....8,214
Total Retired Members.....6,824

She announced the Civil Rights 2023 PHEW Conference will be held from May 3-8, 2023.

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

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continues participating in the Staten Island Richmond Dems Labor Committee meeting. Additionally, she continues contributing to the CWA Local 1180 Trustee meetings and General Membership meetings.

Members-at-Large Reports

Debra Paylor participated in the following activities: Jan. 7 – Financial Webinar; Jan. 11 – Staten Island Community Committee Meeting; Jan. 12 – H+H Assistant Director's meeting; Jan. 17 – Manhattan Community Committee Meeting; Jan. 18 – General Membership meeting; Jan. 19 – CLC Delegates Meeting; Jan. 21 – CBTU Meeting; Jan. 23 – Civil Rights & Equity Committee; Jan. 24 – CWA Local 1180 Executive Board meeting.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: Bronx and Brooklyn Borough Community Coordinating Committee meetings; Assistant Director's meeting; January's General Membership meeting; NYCCLC Delegates Meeting; Executive Board Meeting; Legislative Political Action Team Training & Celebration; the Commemoration for Charles Ensley Scholarship Foundation; Inauguration of Assemblywoman Monique Chandler-Waterman, and the monthly PHERN call.

Next meeting date of the Executive Board is Feb. 28, 2023.

Motion was duly made, seconded, and carried to adjourn at 8:16 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Feb. 28, 2023

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

Executive Board Members in Attendance:

Officers

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

Members-At-Large

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

President Middleton suspended the Executive Board meeting to introduce incumbent Bronx DA Darcel Clark and incumbent Queens DA Melinda Katz, both who are seeking CWA Local 1180's endorsement.

President's Report

Minutes of the Jan. 24, 2023, meeting was presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President Middleton discussed the DC 37 Tentative Agreement that covers the

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

period from May 2021-2026. CWA Local 1180 is preparing for its own upcoming contract negotiations. The Staff and Executive Board developed surveys to send to members for input regarding demands they deem most important. A bargaining committee will be formed to review and select which demands to include. A request will be made to OLR for the first bargaining session. The process will likely take anywhere from 6-9 months. The E-Board will be updated accordingly.

She informed the E-Board that Chris Shelton, President of Communications Workers of America, is not seeking re-election and has recommended CWA Secretary Treasurer Sarah Steffens as the next president. If elected, she will be the first female president to run the National CWA.

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

Jan. 29 — Participated in the CWA National Women's Civil Rights and Equity Committee meeting.

Feb. 1 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting. Additionally, she participated in the H+H Monthly Leadership meeting.

Feb. 2 — Participated in the Kronos/payroll update meeting with B&T/NYT/BUS/SIR.

Feb. 6 — Participated in the PEC Labor Breakfast that included discussions on legislative actions.

Feb. 9 — Participated in the NYCCLC Labor and Civil Rights Panel Discussion to discuss the role of the labor movement in the fight for racial, social, and economic justice.

Feb. 10 — Participated in the CWA Labor Museum call, chaired a staff meeting regarding the role of Private Sector Staff Representative, and then chaired the Trustee's meeting.

Feb. 13 — Participated in the MLC Steering Committee meeting.

Feb. 15 — Participated in the MLC General Membership meeting along with Second VP Teesha Foreman. That afternoon, she chaired the weekly Communications meeting with Marci Rosenblum and the CWA Local 1180 weekly staff meeting.

Feb. 16-21 — Participated in the 46th Annual National Labor & Management Conference.

Feb. 22 — Participated in a Special MLC Committee meeting. That afternoon chaired the weekly Communications meeting with Marci Rosenblum, followed by the CWA Local 1180 weekly staff meeting. That evening, prepped for the upcoming CWA General Membership meeting.

Feb. 23 — Chaired the CWA Local 1180 Executive Board meeting.

She distributed and discussed the status reports dated Feb. 1, 2023, from the Law

Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180, and the Feb. 28, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Brown held a discussion regarding the incumbent candidate Melinda Katz for Queens District Attorney and incumbent candidate Darcel Clark for Bronx District Attorney. Motion was duly made, seconded, and carried to endorse both candidates.

All 51 New York City Council members are up for re-election. CWA Local 1180 will set up interviews and endorse candidates based on the selection process.

DA Darcel Clark helps the youth in the Bronx. This is an opportunity for the Bronx Borough Coordinating Committee to get involved. NYCHA is the other Agency CWA 1180 can get involved with. The unions will meet for the upcoming Public Workers Conference during Convention.

He attended the following meetings during the month: Staff, Executive Board, General Membership, NYC CLC Political Directors, CWA District 1 Legislative and Political, to name a few.

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

Second Vice President's Report

Second Vice President Teesha Foreman presented the Staff Reps Activity Report.

February 2023

Conference Calls	2
Counselings/Warning Sessions . . .	3
EEO Investigation/Interviews	6
Emails	1,289
Hearing Preparations	5
Hearings	6
Hiring Pools	1
Investigative Hearings/Meetings . .	10
Labor Management Meetings	3
OATH	1
Off-Site Member Meetings	2
Phone Calls	395
Shop Steward Training	2
Site Meetings	13
Supervisory Conferences	3
Walk-Ins	1

Site Meetings

- HRA/APS (2/2/23)
Bronx, Brooklyn, and Queens
- HRA/OCSS (2/3/23)
Bronx, Brooklyn, and Long Island City
- HRA/HASA (2/7/23)
55 W. 125th St., Manhattan
- DORIS (2/13/23)
31 Chambers St., Manhattan
- HRA (2/13/23)
2322 3rd Ave., Brooklyn
- H+H (2/17/23)
Lincoln Hospital
234 E. 149th St., Bronx
- Office of City Planning (2/17/23)
120 Broadway, Manhattan

Bronx District Attorney (2/21/23)
198 E. 161st St., Bronx

DOE, CSE #7 (2/28/23)
715 Ocean Terrace, Staten Island

ACS (1/4/23)
1200 Waters Pl./2501 Grand Concourse,
Bronx

Brooklyn District Attorney (1/19/23)
350 Jay St., Brooklyn

DHS (2/23/23)
101-07 Farragut Rd., Brooklyn

DOT (1/9/23)
2811 Queens Plaza N., Long Island City

Second Vice President Foreman participated in the CWA District 1 AFL-CIO Cope Convention. She participated in the MLK Civil Rights & Equity Conference. She also participated in the DEP Labor-Management meeting. The agency is in the process of consolidating Procurement, Budget, and Human Resources.

She advised that Administrative Manger Appeals hearings are not going as planned. She reported Joel Spivak of Mirkin & Gordon Law firm and Luis Benitez, CWA District 1, have requested a hearing with the arbitrator in order to expedite the remaining cases.

She advised that the CWA Local 1180 Shop Steward Assembly will be held April 15 and April 22 at the CUNY School of Labor and Urban Studies.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for January 2023. She advised that the T.D. checking account has a balance of \$962,267.23 as of C.O.B. Feb. 28, 2023.

Blair-Batte reported the following member activity:

February 2023

New Member Enrollments	73
Active Deceased	2
New Retirements	64
Retired Deceased	28
Total Active Members	8,343
Total Retired Members	6,817

She announced we will be gathering Tuesday, March 14, 2023, at 10:30 a.m. at City Hall Park for the Annual Equal Pay Day Rally. That evening we will also gather for the March In-Person General Membership meeting at 6 p.m. at UFT, 52 Broadway.

She announced the Civil Rights 2023 PHEW Conference will be held from May 3-8, 2023.

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointment ONLY. Those who need assistance are to call 212. 226.6565 or e-mail staffrepsservices@cwa1180.org and someone will get back to them.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continues participating in the Staten Island Richmond Dems Labor Committee meeting. Additionally, she continues contributing to the CWA Local 1180 Trustee meetings and General Membership meetings.

Members-at-Large Reports

Hazel Worley announced the Civil Rights and Equity/Community Service Committee will make a presentation at the CWA Local 1180 General Membership meeting celebrating Black History month. She advised that the Committee is looking for space to hold their monthly meetings. She is hopeful that TWU Local 100 will afford them a space moving forward. Additionally, she announced preparations are being made to celebrate the Festival of Cultures on June 10 or June 17, 2023. She is planning to hold the celebration at P.S. 21 in Brooklyn. Lastly, she announced the 52nd International Convention of the Coalition of Black Trade Unionist (CBTU) will be held May 24-29, 2023.

Amica Benjamin participated in the following activities: Jan. 24 – Executive Board Meeting; Jan. 30 – PHEW meeting; Jan. 31 – Hispanic Committee Meeting; Feb. 8 – Staten Island Borough Community Coordinating Committee Meeting; Manhattan Borough Community Coordinating Committee Meeting; Feb. 23 – General Membership meeting; DORIS site meeting; FISA OPA site meeting.

Denise Gilliam announced she retired at the beginning of this month from DoITT. The Women's Committee will make a presentation at the upcoming General Membership meeting. She has requested we wear green.

Debra Paylor participated in the following activities: Jan. 24 – Executive Board Meeting; Jan. 30 – PHEW meeting; Jan. 31 – Hispanic Committee Meeting; Feb. 2 – CWA National Minority Caucus Executive Board Meeting; Feb. 7 – Bronx Borough Community Committee Meeting and LCLAA Monthly meeting; Feb. 8 – Staten Island Borough Community Committee Meeting; Feb. 9 – Panel discussion on Labor & Civil Rights live on Facebook; Feb. 13 – Brooklyn Borough Community Committee Meeting; Feb. 14 – Women's Committee Meeting; Feb. 16 – NYCCLC Delegates Meeting; Feb. 21 – Civil Rights & Equity Committee meeting and Manhattan Borough Community Committee Meeting; Feb. 23 – General Membership meeting and CWA National Minority Caucus Executive Board Meeting.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: Inauguration of Senator Iwen Chu; Bronx and Queens Borough Community Coordinating Committee meetings; Made a Community Boards presentation: Labor and Civil Rights Panel; NYCCLC Delegates meeting; PHEW Working

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Group meeting; Part One of the New Shop Stewards Training; PHERN Call and February's Executive Board Meeting.

Next meeting date of the Executive Board is March 30, 2023.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 30, 2023

Meeting called to order at 7 p.m.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

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

President's Report

President Middleton called the meeting to order at 7:00 p.m.

Minutes of the Feb. 28, 2023, meeting was presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President Middleton discussed the DC 37 collective bargaining contract. It's effective May 26, 2021 – Nov. 6, 2026. CWA Local 1180 is holding the Shop Steward Assembly on April 15, 2023, and April 22, 2023. A Bargaining Committee will be Elected, surveys will be reviewed, and the non-economic bargaining demands will be chosen. A request to bargain will be made to OLR to sit down for the first bargaining session. The process will take anywhere from 6 months to 9 months. The E-Board will be updated accordingly.

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

Mar. 1 – Chaired the CWA Local 1180 weekly staff meeting.

Mar. 2 – Participated in a Special MLC Committee meeting. Additionally, she participated in an Emergency Executive Board meeting.

Mar. 4 – Participated in the Shop Steward Training.

Mar. 9 – Participated in the DEP Labor Leaders Luncheon.

Mar. 9 – Participated in an MLC Special General Membership meeting. Additionally, she participated in the Selikoff Advisory Board 1st Quarterly meeting.

Mar. 10 – Prepped for the upcoming CWA Local 1180 General Membership meeting.

Mar. 14 – Participated in the National Equal Pay Day Rally. That afternoon, she participated in the DOHMH Safety & Health Committee meeting. Lastly, she chaired the CWA Local 1180 General Membership meeting.

Mar. 15 – Participated in the HRA Safety & Health Committee meeting. That afternoon chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

Mar. 16 – Participated in the SLU's Partnership Breakfast. Later that day, she participated in the CWA National Executive Board meeting.

Mar. 21 – Participated in the CWA 1180 and Allstate negotiations meeting.

Mar. 22 – Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

Mar. 23 – Participated in the 1180 Retiree Drop-in meeting at CUNY School of Labor. That afternoon, she participated in the Lab meeting and the SLU Advisory Board meeting.

Mar. 26 – President Middleton was presented the Trailblazer's Award by the New York NAACP Branch.

Mar. 27 – Participated in the Audubon Bargaining Committee visit. That afternoon, she attended a luncheon with the Bird Union Bargaining Committee.

Mar. 28 – Participated in the CWA BC meeting.

Mar. 29 – Participated in the Bird Union Rally.

Mar. 30 – Participated in the Audubon Bargaining Committee visit. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated March 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed NYC Preliminary Financial Plan FY 2023 and NYC Economy reports submitted by the Policy Research Group. Lastly, she distributed and discussed the March 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Brown announced CWA Local 1180 was honored by CWA District 1 for raising the most Political Action Funds in 2022.

Participated in Local 1180's Audubon Society members name change event to the Bird Union.

CWA 1180 will engage in City Council member endorsements. Candidates will be chosen based on the endorsement process.

First Vice President Brown announced upcoming webinar dates:

- 3/27 Legal Benefits
- 4/3 Education Program Benefits
- 5/12 Activists Appreciation
- 5/14 Bi-Annual Home Ownership
- 5/22 NYCERS Pre-Retirement

He attended the following meetings during the month: Staff, Executive Board, General Membership, NYC CLC Political Directors, CWA District 1 Legislative and Political, to name a few.

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

Second Vice President's Report

Second Vice President Teesha Foreman presented the Staff Reps March 2023 Activity Report.

Agency Walk-Throughs.....2
Appointments.....1
Conference Calls.....6
Counseling/Warning Sessions...1
EEO Investigation/Interviews...4
Emails.....1,951
Health & Safety Meetings.....6
Hearing Preparation.....12
Hearings.....5
Hiring Pools.....1
Investigative Hearings/Meetings.11
Labor Management Meetings...6
OATH.....4
Off-site Member Meetings.....1
Phone Calls.....547
Shop Steward Mentorship.....1
Shop Steward Training.....4
Site Meetings.....18
Supervisory Conference.....1

Site Meetings

ACS
1200 Waters Pl./2501 Grand Concourse
Brooklyn District Attorney's Office
350 Jay St., Brooklyn

Department of Finance
59 Maiden Lane/66 John St., Manhattan
DFTA
2 Lafayette St., Manhattan

DOT
28-11 Queens Plaza N., Long Island City

H+H MetroPlus Health
50 Water St., Manhattan

H+H MetroPlus Health
1 Metrotech Center N., Brooklyn

H+H MetroPlus Health
160 Water St., Manhattan

H+H Community Care
Various city-wide locations

H+H Woodhull Hospital
760 Broadway, Brooklyn

Harlem Hospital
506 Lenox Ave., Manhattan

Housing Preservation & Development
94 Old Broadway, Manhattan

HRA/MAP
505 Clermont Ave., Brooklyn

Second Vice President Foreman announced 1180 is looking to fill the vacant Staff Representative Position. She also announced the African American Day Parade will be held September 17, 2023.

With no further business, a motion was duly made, seconded, and carried

to accept the Second Vice President's report.

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for March 2023. She advised that the T.D. checking account has a balance of \$963,089.62 as of C.O.B. April 27, 2023.

Secretary-Treasurer Blair-Batte reported the following member activity for February 2023:

New Member Enrollments.....31
Active Deceased.....2
New Retirements.....38
Retired Deceased.....13
Total Active Members.....8,333
Total Retired Members.....6,820

Secretary-Treasurer Robin Blair-Batte announced the Civil Rights 2023 PHEW Conference have been made for May 3, 2023 – May 8, 2023.

CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call (212) 226-6565 or e-mail staffrepervices@cwa1180.org and someone will get back to them.

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

Recording Secretary's Report

Recording Secretary, Lourdes Acevedo attended Somos NY 2023 Conference. She participated in the Equal Pay Day Rally and the Shop Steward Assembly. Additionally, she continues contributing to the CWA Local 1180 Trustee meetings, General Membership meetings and Monthly Executive Board Meeting.

Members-at-Large Reports

Hazel Worley announced the Civil Rights and Equity Committee/Community Service Committee continue preparing to celebrate the Festival of Cultures on June 10 or June 17, 2023. She is planning to hold the celebration at P.S. 21 in Brooklyn. Additionally, she announced the committee is hosting the Fill the Fridge drive throughout Brooklyn. They are also hosting the Prom Dress and Young Men's Suit 2023 Drive. CWA Local 1180 is accepting the 2023 Summer Camp Scholarship on-line applications through June 23, 2023. Lastly, she announced preparations are being made to hold the Family Fun Day in September.

Venus Colon-Williams announced the Hispanic Committee will march in the National Puerto Rican Day Parade. The Committee is looking to host the Hispanic Heritage Celebration this fall. Additionally, the committee will commence collecting school back-packs at the end of the school year through the beginning of September 2023.

Amica Benjamin participated in the Executive Board Meeting; Shop Steward Training; Hispanic Committee Meeting;

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Manhattan BCCC Meeting; General Membership meeting; People with Disabilities meeting. She attended the Metro Plus site meeting presented by Shakima Ivory; Attended the NYCERS site meeting chaired by Desiree Waters; Attended the Bronx, Brooklyn, Staten Island and Queens Borough Community Coordinating Committee Meetings; Pride Committee meeting; Town Hall/9-to-5 with Ellen Cassidy, Legal Benefits Webinar, Equal Payday Rally, and Bird Union Rally.

Gregory Smith announced the CWA 1180 Men's Committee meetings are going well. All members are encouraged to attend.

Denise Gilliam announced that the Women's Committee made a presentation at the General Membership meeting that went well. Additionally, she announced Janet Gerhardt of FHE Health will make a presentation at April's

meeting. Lastly, the committee will host the Pink & White Affair this August to kick-off the Making Strides Against Breast Cancer Walk on Oct. 15, 2023.

Debra Paylor participated in the following activities: 3/7 – Bronx BCCC meeting; 3/7 – LCLAA Meeting; 3/9–3/12 – attended Somos Conference in Albany, NY; 3/9 – CWA Minority Caucus meeting; 3/13 – Brooklyn Community Coordinating Committee meeting; 3/14 – CWA 1180 General Membership meeting; 3/14 – NYC H+H Harlem Hospital site meeting; 3/16 – NYC CLC Delegates meeting; 3/21 – Manhattan Community Coordinating Committee meeting; 3/24 – CWA Minority Caucus meeting; 3/26 – NAACP Event honoring President Gloria Middleton; 3/28 – Hispanic Committee meeting; CWA 1180 Executive Board Meeting.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: 3/3 – International Women's Day; 3/4 – Shop

Steward Training (Part II); March Borough Community Coordinating Meetings (Bronx, Staten Island, Brooklyn, Queens); 3/9 – Site Meeting: DOHMH, Queens; 3/10 – PHEW Working Group Meeting; 3/11 – Civic Engagement Leadership Development (CELD) 2023: The Battle for Democracy, Voting Rights, Labor, & Electoral Power; 3/13 – Site Meeting [Health & Hospital: Elmhurst, Queens]; 3/14 – Equal Pay Day Rally & April's General Membership Meeting; 3/15 – PHEW Activist Academy (Facilitated Microsoft Excel – Formulas); 3/16 – CUNY's 1st Annual Breakfast: Growing Strong Through Partnerships; 3/17 – Site Meeting: DOF, Manhattan; 3/18 – Civic Engagement Leadership Development (CELD) 2023: "How & Why the Political Tides are Turning in Georgia" & Latino Leadership Institute: Fundraising & PHEW Activist Academy Microsoft PowerPoint; 3/20 – Site Meeting ACS, Manhattan; 3/23 – Site Meeting

H+H Seaview Hospital, Staten Island; 3/24 – Civic Engagement Leadership Development (CELD) 2023: "Battle for Democracy in Michigan"; 3/26 – NAACP - NY Branch, honoring Gloria Middleton; 3/28 – Site Meeting DCAS, Manhattan; 3/29/23 – Bird Union Rally; and 3/30 – Executive Board Meeting.

Next meeting date of the Executive Board is April 27, 2023.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CONGRATULATIONS

TO RETIRING SHOP STEWARDS

Four long-time Shop Stewards recently retired and Local 1180 wanted to make sure they were recognized for their many years of service.

Rose Reeves started working for the City of New York in April 1984 as an Office Associate. That same year, she was elected as a Shop Steward for DC 37 Local 1549. She was promoted to PAA in 1990 and was then elected as a Shop Steward for Local 1180. When



she retired in November 2022 as an Administrative Manager Level 1, she had almost 40 years with Housing Preservation and Development.

"Working at HPD has been rewarding because my job function was to help people who lived in sub-standard conditions get to live better. I assisted them with getting heat and hot water and get necessary repairs needed. I've always been strong minded and ready to fight for what's right. As a Shop Steward, I was a voice to assist my fellow co-workers to fight for equality in the office and assist them wherever and whenever needed. This gave me the most fulfillment," Reeves said.

Her **Staff Representative Desiree Water** presented her with a Local 1180 achievement plaque in May (top photo). President Gloria Middleton presented plaques from the Union to, from left, **Shop Steward and Member-at-Large Denise Gilliam, Willette Slocumb, and Regina Kelly.**

Gilliam retired Feb. 1 after nearly four decades working for the City. She began her career with the New York City Department of Investigation where she was elected as a Shop Steward and also a Delegate of DC 37 Local 1549. Once she became a PAA, she was unanimously elected as a Shop Steward for CWA 1180. She served as shop steward for the Department of Information and Technology (DoITT) from 2008 to 2010, and then again from 2013 until her retirement, and continues to chair the Women's Committee.

Willette Slocumb retired from City service Dec. 31, 2022. Since becoming a Local 1180 member, Slocumb has been actively involved, participating in parades, committees, and other events when called upon. After 33 years working for the City, she looks forward to retirement.

As Slocumb previously explained, she retired with the expectations of luxury "fun work" keeping her mind sharp and networking to meet new people.

Regina Kelly began her City service in 1990 as a Provisional Receptionist-T1 at NYCHA. When she retired on Feb. 10, 2023, she had worked for HASA for 30 years. Kelly was first elected a Shop Steward in 2006, and remained one of the Union's more active Stewards.

Now that she's retired, Kelly said it's time for her to enjoy life, but strongly encourages those active members, and even retirees, to "stick with your union!"



CONGRATULATIONS & CONDOLENCES

COMMITTEES

Civil Rights & Equity/Community Service Committee

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

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Hispanic Committee

Venus Williams, Chair
vwilliams@cwa1180.org
Meeting: 2nd Thursday of each month

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Men's Committee

Gregory Smith, Chair
gsmith@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

Veronica Windley, Chair
rondiggy@hotmail.com

Queens BCCC

Elaine Blair, Chair
eilblair5@gmail.com

Staten Island BCCC

Dolores Andino, Chair
doloresmandino@gmail.com

MOST meetings start at 6 p.m. and are held virtually unless otherwise announced. Please check the Local 1180 website homepage at www.cwa1180.org



Congratulations to **Local 1180 President Gloria Middleton** who was honored on March 26 by the NY Branch of the NAACP with the Ella Baker Trailblazer's award. She is pictured with Anthony Harmon, President of the NY Branch of the NAACP, and Lisa Hayes, event coordinator. Ella Baker was a trailblazer in her time, a community organizer and political activist who brought her skills and principles to bear in the major civil rights organizations of the mid-20th century. "One thing I would like all of us here to understand and take away from this presentation is that you can make a difference! If you have compassion in your heart and soul, then

you can take steps to make the change this world so desperately needs. Find what moves you in your heart and soul and go from there," Middleton said upon accepting the award, part of the NAACP Women's History Month celebration. ■



Congratulations to **Sharon Simpkins** (Admin Manager — DOHMH) who retired after 35 years of service. **DOHMH Shop Steward Rhonda Joseph** presented her with a certificate on May 9, 2023, commemorating her work. ■



Congratulations to **Helen S. Jarrett** (Local 1180 Mobilization Coordinator) for being honored at the CWA Public, Healthcare & Education Workers (PHEW) convention in May for her outstanding volunteer efforts on behalf of both the union and the entire labor movement. Come rain or shine, you can be sure she is out in support of a good labor cause. ■



Congratulations to **Ed Yood** (Admin Manager — DSNY) who was thanked by Parents to Improve School Transportation (PIST) for keeping the organization connected with the Local 1180 Committee on People with Disabilities and for his support of the fight for better conditions for NYC school bus riders and workers. Pictured, Yood holds the prize he won in a raffle, a book entitled *All the Way to the Top: How One Girl's Fight for Americans with Disabilities Changed Everything*, an inspiring activism and diversity story about children with special needs, which he promptly sent to his four-year-old grandniece Florie. ■

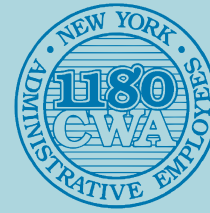
IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Edward Adamson	General Services	4/2/2023
Anna Artesona	Health+Hospital Corp	3/20/2023
Naomi Augustus	Health+Hospital Corp	3/26/2023
Phyllis Barth	Health+Hospital Corp	3/5/2023
Deborah Brandes	Department of Education	3/14/2023
Louis Ciaramella	Dept. of Social Services	2/26/2023
Sonia Cichero	Health+Hospital Corp	3/4/2023
Florence Cobb	Dept. of Social Services	2/24/2023
Albert Crawley	Finance Administration	5/28/2023
Laverne Everett	Health+Hospital Corp	3/4/2023
Eleanora Hallex	Dept. of Health & Mental Hygiene	3/10/2023
Elaine Joseph	Dept. of Social Services	2/20/2023
Miriam Kraten	Dept. of Sanitation	3/1/2023
Andrea Laibelman	Department of Education	4/18/2023
Angela Moore	Dept. of Health & Mental Hygiene	2/17/2023
Loretta Mosley	Dept. of Social Services	2/13/2023
Edith Ong	Health+Hospital Corp	4/16/2023
Derrick Pasley	Dept. of Education	3/7/2023
Alice Powell	Dept. of Social Services	4/28/2023
Cora Roberts	Parks & Recreation	3/3/2023
Abigail Stafford	Dept. of Social Services	2/17/2023
Arlene Strauss Broad	Dept. of Social Services	5/26/2023
George Velasquez	Dept. of Environmental Protection	2/6/2023
Judy Verne	Dept. of Social Services	3/3/2023
Doris Wilson	Dept. of Social Services	5/4/2023

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Retiree Division: 212.226.5800

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 Gerald Brown, First Vice President
 Teesha Foreman, Second Vice President
 Robin Blair-Batte, Secretary-Treasurer
 Lourdes Acevedo, Recording Secretary

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

Communications Director

Communique Editor/Designer

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Congratulations to **President Gloria Middleton** who was honored on June 1 by the Neighborhood Technical Assistance Clinic (NTAC) for her union leadership and accomplishments in keeping the city operating and services available during COVID. She was one of three New York City labor leaders honored. Cheering her on from Local 1180 at the All-White event, from left: **Staff Rep Denise Duncan, Membership Coordinator Deborah Valentin, Staff Rep Shakima Ivory, Secretary-Treasurer Robin Blair-Batte, Middleton, Mobilization Coordinator Helen S. Jarrett, Members-at-Large Amica Benjamin, Hazel O. Worley, and Rosario Roman, and Staff Rep Desiree Waters.** ■



**Communications Workers of America
Local 1180**

6 Harrison Street, New York, NY 10013-2898

BLACK Jobless Rates at DIRE LEVELS in NYC

By **Marci Rosenblum**
Local 1180 Communications Director

If you think skin color doesn't factor into employment, think again.

As the city's recovery from the pandemic began to accelerate last year, the unemployment rate in New York City for Black residents was at an astronomical 15%. As the city now approaches a near complete recovery from the pandemic recession, that number is still disproportionately high at 12.2%, especially when compared with a jobless rate of 1.3% for white New Yorkers. The Black unemployment rate is also nearly double the Hispanic rate.

"Institutional racism continues to rear its ugly head," said **Local 1180 President Gloria Middleton**. "No matter how much progress we have made, we clearly have significant strides left to take. There are many factors that contribute to this high unemployment rate, including lack of proper education, technical skills, and rates of incarceration."

Overall, the city's unemployment rate shows striking disparities in the unemployment rate by race and ethnicity, according to a recent report by the Center for New York City Affairs at The New School released in April 2023. Black non-Hispanic jobless rates in the city rose in the last 12 months despite Black unemployment nationwide reaching historic lows. According to the report, the 1.3% rate for white New Yorkers is the lowest it's been since at least 2000.

On the national front, the Black unemployment rate was 5.4% in the first quarter of the year, and the white unemployment rate was 3.2%.

"New York City seems to be way ahead of the national average in employment for whites, but seriously lagging in making sure Black residents have means to gainful employment," Middleton said. "Disparities between the races is troublesome enough but this enormous percentage gap is unfathomable, especially when Black unemployment nationwide is approaching new lows."

The New School figures report that Black and white unemployment rates in the city have not been this disparate in about 25 years and brings inequality more to the forefront.

Local 1180 has been the leading voice of spotlighting pay inequities since its EEO lawsuit against the city for paying female and minority Administrative Managers significantly less than their white, male counterparts with the same title doing substantially similar work. Since that successful lawsuit, several other unions have followed in Local 1180's footsteps and filed similar pay inequity lawsuits. The problem of discrimination in general is so rampant throughout New York City, that on May 26, the mayor signed a bill prohibiting discrimination based on body size by adding weight and height to the list of protected categories like race, sex, and religion.

"While the city claims that everyone deserves the same access to employment regardless of appearance, no legislation will truly make workplaces more inclusive and offer equal opportunities for all until Americans stop seeing the color of someone's skin as a determinant in ability to perform a job," Middleton said.

While the pandemic definitely was a great contributor to the overall economic downside, it's not the full picture. Trades like retail, construction, and hospitality suffered the greatest, were the slowest to recover from the pandemic, and disproportionately affected Latinx workers who have regained employment faster than Black New Yorkers.

One of the report's authors said this "sustained divergence between white and Black unemployment rates hasn't happened before, at least in this century. Race-based discrimination is a big part of that."

There are currently almost 100,000 Black New Yorkers struggling to find work despite New York City reporting it has added more than 250,000 private sector jobs since the last mayoral election. Clearly those job opportunities are not shared comparably.

The fact that New York City's overall unemployment rate has been steadily declining in recent quarters while the Black jobless rate is steadily increasing speaks volumes.

"Recovery obviously isn't happening equally and communities of color continue to be impacted the most," Middleton said. "Racial disparity is real and speaks to the enormous need to focus on the real issue at hand." ■