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Communique

A union is a way of doing something together you can't do alone. Utah Phillips (1935-2008)

Local 1180, Communications Workers of America, AFL-CIO

10 years later, the suffering continues

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ROVING REPORTER ASKS...

What's the least favorite Christmas present you ever received?



Teresa Lewis
Department of Finance
PAA II

A huge oversized handbag. I knew when I opened the gift that it was not the size handbag that I would buy for my-

self. I just smiled and gave the person a big hug and said thanks.

What's funny is that I was going on a weekend trip and needed a piece of luggage. Guess what I used? The handbag. The bag served a great purpose and the best thing is that I received several compliments on it, too.



Joseph Mathai
Department of Finance
PAA

I can't really pinpoint a gift.

I'm not saying that I get a lot of gifts I don't like.

But if I did receive a gift which I did not like I will accept it to avoid hurting the person's feelings. And then maybe give it to one of my friends who would like it. If not, I can go and exchange it for something else.



Jennifer Steer
Department of Finance
PAA

A box of assorted sample perfumes. The shapes of the bottles were each unique and

beautiful, but the fragrance of each perfume wasn't. I decided to display the unopened bottles on a mirror-base vanity tray on my dresser. This made the gift I did not like the center of attraction in my bedroom. People who see it love the showcase of the assorted sample bottles of perfumes, beautiful and no smell.

The Roving Reporter is Helena Crump.

Negotiating is at the heart of the work



By Gary Schoichet

Jacob Scobey-Thal
Human Rights Watch
Associate for Asia Division

Walk into the corner office on the 34th floor and see the New York skyline from just the right height. There you will find Jake Scobey-Thal, serious, thoughtful, and a very new shop steward, as well as a member of the negotiating committee that won a precedent-setting, five-year contract with 4 percent increases, free health care, and no givebacks.

"It was a wonderful experience, new and different; thinking strategically," said Scobey-Thal. "Negotiating is a core skill that applies to many aspects of the work we do at Human Rights Watch." His task at HRW is to provide support (logistic, administrative, editorial, and budgeting, but that's not all) to 24 people, most of whom are in the field from Afghanistan to the South Pacific, investigating and reporting on human rights violations. "I also push reports through the publication pipeline," which is how HRW's work goes public, he said.

Human rights engaging

Growing up in Ann Arbor, Michigan, with parents with progressive politics, he "always wanted to do social justice-oriented work." After graduating from college, wanting to see something new, wanting to leave the United States because

Being a shop steward gives me a level of ownership over my work.

"I had no clue what I wanted to do and didn't want to figure it out right away," he did a Google search – "urban Africa volunteer" – and found himself in Mombasa, Kenya. "There haven't been that many things in my life that keep me engaged and interested every day. Human rights was one and I decided not to let it go."

UNION PROUD

Wanting to return to New York after 10 months in Kenya, he had a serendipitous drink with a former HRW intern, who introduced him to the person in his current position, and he became her intern at the Asia desk. She left and he had the job.

"I like feeling we're part of the dialogue about human rights in the world. I like learning from the central players about the countries they work in. I like that this organization is ambitious, that it has big goals and is principled about attaining those goals."

A unique feature of working at HRW is that it is a stop on the way to somewhere else. Most employees are there for two or three years, which gives Scobey-Thal another year and some in the corner office. "This is a job designed to introduce as many people as possible to the

human rights movement. Also, they made a cost-benefit decision that someone young busting their ass for two years is better than a lifer with less energy."

His life as a steward has so far been defined by the contract negotiations. And he knows his contract. "It gives me a level of ownership over my work and the work of my colleagues." Knowing the contract allows him to have conversations with management and fellow workers over the terms of the contract.

Loving New York

Since Scobey-Thal has only a limited time left at HRW it seemed worthwhile to ask about his future. Photography, video, and urban spaces are primary interests. He goes to different neighborhoods and films what he sees. "I love thinking about the built environment, the physical space, and how people interact with it. New York is an amazing place to photograph." He loves to write, he loves to photograph. Video is the medium that creates a story, a document.

The future? "I want to continue doing the journalistic documentation HRW does, or go to grad school, or abroad, or apprentice at a production company."

Human rights kept me engaged and interested every day.

Attack on public workers in France

By Gary Schoichet

On November 25 I met with three English teachers and one library worker in the teachers' room at a public school in Paris, France. I wanted to know if they were facing the same kinds of pressures that public sector workers are facing in the United States. Only one voice will be used for all four. Their names are Helene Kesler, Annick Lety, Sophie Pederghana and Elisabeth Pesenti.

In Paris, the City of Lights, the darkness is taking over for public sector workers. Like those in Wisconsin, Ohio, Florida and New York, too, public workers in France are being demonized as takers, as leeches sucking the blood from the veins of the country's less fortunate citizens. The cheerleader in the charge against public sector workers is Nicolas Sarkozy, president of the Republic, and candidate for a second term, running on a platform of austerity for the fading middle class and an anti-immigration policy that keeps immigrants out and treats those already in residence with an iron fist.

Higher taxes, better care

France, like much of western Europe, has a cradle-to-the-grave approach to social welfare. Free medical care – France is considered by many to have the best health care system in the world – and other benefits are provided by the government for life and paid for with higher and more taxes than the average American can imagine.

"We've been under attack for the last five years. As teachers we are being constantly demeaned. The competitive tests we take to become teachers are very difficult and it is hard to become a teacher. The current government doesn't like intellectuals and gets public opinion behind it by saying we don't work enough.

"Anyone can be a teacher, they say. It shows how unimportant they are trying to make us. They only work 15 or 18 hours a week and have lots of holidays and the summers off. They don't understand how hard we work, that we are always

"Reforms" mean less for middle class



Sophie Pederghana, Helene Kesler, and Annick Lety. Gabriel Ramirez is an American student working as a teacher's assistant and as translator.

working. During breaks, when I'm home, I'm always preparing a lesson, always marking papers, always doing something for my job. After 27 years I make \$59,000 and can get only one more small increase.

"There was a time, two years ago, when new teachers were given a year to learn the job. They taught six hours a week and attended lectures and were mentored to make them better. It was very good training.

"For the last two years they teach full-time immediately. There is no time to be trained and so no real sense of what they are training for. Of course, it's all about money: someone has to work those other hours in front of the classroom and has to be paid.

"Teaching is a life choice, it's what I do, but those 15 hours of standing up in front of kids can be hell, exhausting, energy-depleting. We have become an easy target."

Lifetime job security

In France, public workers, once hired, have lifetime contracts. They cannot be discharged except for cause, like misconduct, and the stat-

utory terms apply whether the individual is employed at the national, regional or local level. In practice, civil servants are not allowed to engage in collective bargaining and their pay is set by statute with the



Elisabeth Pesenti is the library worker.

same pay scales applying to all public sector workers.*

After his election in 2007, Sarkozy and Prime Minister François Fillon launched a civil service reform program whose purpose was to achieve structural reductions in the country's public expenditures; "to do better with less" was the stated

goal. Other goals were to modernize government, improve services for citizens and companies, ensure greater recognition for the work of civil servants, and promote a "culture of results."**

"The new reforms look good from the outside but not so good from the inside. They are trying to hire people who will not have the same protections that we have. As the older ones retire, the new employees have less status and fewer protections.

"Our unions are trying to hold on to the things we have, not trying to get more. Little by little we are moving backwards and people don't seem to understand what is happening to them."

Loss in real wages

A case in point is retirement ages. When our teacher began her career she had to work 37 years for full retirement benefits; it is now 42 years. The minimum age for retirement was 60; now it is 64. An interesting aside is that years to retirement are pared one year for each child a person has. If the retirement age is 64 and you have two children it then becomes 62.

Another reality is the wage freeze of the last three years for public sector workers, along with an increase in pension fees that is equal to a 3 percent deduction in real wages. As workers retire, only one in two is replaced, thereby adding to the work while reducing the pay.

"Wage inequality is widening in Europe but still not as much as in the United States. The middle class is suffering. I was talking to a neighbor, a friend from Portugal who came to France to get better work. [Citizens of countries in the European Union are free to cross borders and work in any member country. In France, an exception is the police and other national security agencies.] He said there is no more middle class in Portugal. It's just the rich or poor now."

* "The Public Sector Pay Gap in France, Great Britain and Italy," by Claudio Lucifora and Dominique Meurs, March 2004

** "A Duty to Modernize: Reforming the French Civil Service," by Karim Tadjeddine, April, 2011.

Little by little we are moving backwards and people don't seem to understand what is happening to them.

Boeing case settled

The international Association of Machinists and Boeing have agreed to a settlement, subject to ratification by the membership, with a four-year contract that will create new jobs in Washington state while allowing Boeing to build its 787 Dreamliner in South Carolina.

Following the ratification by the members, the union requested that the NLRB drop the case against Boeing, which it did.

The NLRB as Republican target

The following is an edited transcript of the *Communique* radio show of November 21, 2011.

BILL HENNING: Last April, the general counsel of the National Labor Relations Board, the arbiter of federal labor law, charged that defense contractor Boeing unlawfully retaliated against strikes by its union employees in Washington state by transferring the production facility to South Carolina. The charge set off a firestorm of Republican retaliation that threatens the future of the board itself. With some recent departures from the board and others imminent, now Republicans look like they are embarking on a strategy to deny the board the quorum it needs to do its work.

Today on *The Communique*, we'll talk with recently departed NLRB chair Wilma Liebman and law professor Cynthia Estlund about the fight over the NLRB.

I'm pleased to welcome Wilma Liebman, who served on the National Labor Relations Board for nearly 14 years. She was appointed chair of the board by President Obama in 2009, and served for two years, until her term expired in August.

Also joining us is Cynthia Estlund, a professor of law at New York University School of Law. She is the author of "Regoverning the Workplace from Self-Regulation to Co-Regulation," and "Working Together: How Workplace Bonds Strengthen a Diverse Democracy." She led the transition team that reviewed the National Labor Relations Board for then-President-elect Barack Obama.

HENNING: Let's start with the April charge by the Labor Board general counsel that Boeing transferred a production facility from Washington state to the right-to-work state of South Carolina in retaliation for a series of strikes by the unionized workforce in Washington.

Wilma, what led the general counsel to issue such a charge?

LIEBMAN: What a general counsel does is review a charge and the supporting evidence, and the gen-

eral counsel then makes a determination whether there is reasonable cause to believe that a violation of the National Labor Relations Act has occurred.

The process begins with the filing of a charge by a union, in this case, by the Machinists' Union. The regional office of the NLRB in Seattle investigated it. I believe the charge then was submitted to the general counsel's Office of Advice. A determination was made to issue a complaint. I understand that there were efforts to resolve the issue before the complaint was actually issued, but ultimately, a complaint was issued. And now the case will go before an administrative law judge. That administrative law judge has been reviewing requests for document production.

HENNING: You talk about documents. I know the Machinists Union, which represented the workers in the Boeing plant in Washington state, recently released internal Boeing documents showing that the defense contractor opened a jet assembly line in South Carolina to avoid labor problems, even though start-up costs for the new plant would significantly exceed the cost of adding to the company's existing factory there in Everett, Washington.

Cindy, do you have any sense of how this case unfolds, given these revelations?

ESTLUND: The National Labor Relations Act makes it illegal for employers to discriminate against union members and those who engage in union activities. These kinds of cases where large capital decisions are made, [like] relocations, like a runaway plant, is a good example, where you have an existing production facility able to unionize, and the plant relocates to a less union-friendly kind of jurisdiction. That's just an example of sometimes quite large-scale decisions that are limited or constrained by the National Labor Relations Act.

This was a new production line. The company was quite open about the major consideration of past strikes, and that was a major factor. They said it before they moved the

line, they said it after they moved the line. My understanding is that the employees in South Carolina voted to decertify their union shortly before the siting decision, and the employee who led that campaign to decertify the union said they were hoping to make the plant more attractive to Boeing.

HENNING: A lot of companies make these kinds of decisions based on those kinds of rationales, but you can never prove them. In this case, Boeing was very open and blatant about it, deciding that the law be damned, we've been able to get away with this for many years, and we'll continue to.

ESTLUND: It might have succeeded in getting the South Carolina employees to decertify their union. I think that there's good evidence that decisions about where to place work, which plants to invest it in, that union avoidance seems to be a major factor in a lot of these decisions. But it isn't usually quite so overt.

Now, in September, the Republican-dominated House of Representatives responded to the general counsel's action by passing a bill – presumably it goes nowhere in the Senate – [that] would restrict the Labor Board's powers, preventing it from "ordering any employer to close, relocate or transfer employment under any circumstance." And of course, Speaker John Boehner spun the vote in terms of, as he always does, job creation, saying, "This bill blocks the federal government's National Labor Relations Board from telling businesses where they can and can't create new jobs."

ESTLUND: I don't know how far this bill would sweep, but it sounds like it would also reach cases where companies shut down production in order to avoid a union. It seems to me to be disingenuous to talk about it in terms of job creation. It really seems designed to hamstring the board and make it even more difficult to do its very difficult job of protecting employees' rights to form a union and engage in union activity. That's not the only job the board has, but that's probably

the single most important job the board has, and it's a very difficult job, given the very strong efforts and money that employers invest to try to avoid dealing with unions.

LIEBMAN: You know, I think, one of the cynical things that we've seen in the last couple of years is that the adjective "job-killing" is attached to almost anything. I actually did a Google search recently of the words NLRB and job-killing, and I think I got close to 767,000 hits.

ESTLUND: Well, the same charge is made when the Department of Labor tries to enforce minimum wage and safety regulations. Those are all described nowadays as "job-killing." I think we've sunk to some new level in the debate lately.

HENNING: And these are the same characters who introduced a bill, "The Outsourcer's Bill of Rights."

ESTLUND: That's the bill that you referred to triggered by the Boeing case as just one of a number of things coming out of the House of Representatives in an effort to try to both discredit the board and to try to stop it from acting, whether it's with respect to Boeing or any number of other things that it's done recently.

So, Wilma, of course the Boeing case was hardly the first NLRB action to ruffle Republican feathers. Just in the past year, your final year as chair of the board, the board issued a decision that will, one, make it easier for health-care workers to unionize. You issued a new rule requiring employers to hang posters in the workplace, informing workers of their right to unionize, which I think goes into effect Nov. 14.

LIEBMAN: That's been postponed for a couple of months while the case is in litigation.

HENNING: You issued new rules streamlining the union election process, and you threatened suit against four states that tried to restrict workers' rights to seek union representation. So, even that simple rule about the informational posters, as you pointed out, sparked a harsh attack by the U.S. Chamber of Commerce.

What was it like to be on the board, trying to enact the most

basic of worker protections in the face of constant backlash from pretty powerful political operators?

LIEBMAN: Well, it was a challenging year, to say the least. It was not unprecedented in the board's history. If you go back over the 76 years, you'd see that this has been a very controversial agency, and the legislation itself, enacted in 1935, was controversial from the start. It's always been the subject of deeply held and divided views in our country. Sometimes the noise is louder than others. This is one of the periods where the noise is very loud.

The upside to all of this controversy is that it has brought the issue back into the public eye. I think there was a long period where the issues were kind of marginalized. Cindy Estlund wrote a very well-known piece quoted quite often, called "The

It's a difficult job given the efforts and money that employers invest to try to avoid dealing with unions.

Ossification of American Labor Law," and I think all this controversy has served to kind of reignite interest in the law. I think it shows that labor law still matters, but it was certainly a challenging period.

HENNING: Cynthia, you testified before Congress and you called the NLRB actions that seemed to have created all this sturm und drang "modest by any measure," even though they created a major conservative backlash.

ESTLUND: Well, I should just pause for a moment to note that that was before the Boeing complaint was filed. And before the new rulemaking for elections was announced, too. At the time, the Republicans were trying to make a big fuss about things like the posting of a notice in the workplace about the employee rights under the National Labor Relations Act.

HENNING: You've actually made the point, Cynthia, that corporations simply don't accept the 1935 National Labor Relations Act as settled law. It seems to me that for a long time there was kind of a quiet truce, and there was a kind of an attitude that, well, we were going to live with it, we were

going to live with our unions. But I think that's changed over the last 20, 25 years, maybe a little longer, where this whole union avoidance industry has grown up and become a multimillion-dollar industry, and the whole notion of income inequality is growing greater and greater, and I suspect that those things are not unrelated.

ESTLUND: There are some very fundamental dynamics happening in the economy. I think the truce period coming for a decade or two after the Second World War was a period in which U.S. industry did not have the same level of competition. There was more regulation and more trade barriers and just less competition in the rest of the world. And so part of what's happened is that more and more industries and more and more jobs are subject to just a very high level of competition, and that's part

of what makes employers particularly anxious to avoid anything that they're afraid might raise their costs.

There's also been, accompanying that, a kind of social change, and change in social norms, and views toward unionization, but those economic changes are pretty significant.

HENNING: Wilma, do you feel that the Obama-era board, which you described as coming back to life after a period of dormancy, was able to accomplish more than simply to roll back what many of us have seen as a massive erosion of labor rights that took place, clearly during the Bush years, but I think arguably even prior to that?

LIEBMAN: My tenure on the Obama board was rather short. The so-called Obama board was not constituted until April 2010. Prior to that we had 27 months of just two board members, myself and a Republican, Peter Schaumber. So in April 2010 the Obama board was first constituted. There was really less than a year and a half that I served with the Obama board, and during that time I would say that two of the notable things we did was the final rule that we issued on the notice posting of employee rights, and the proposed rules, which

were proposed to reform the board's election rules for conducting representational elections.

Those were two major things. I wouldn't necessarily put them in the category of countering erosions of rights during the Bush period. The notice-posting rulemaking petition had been pending there for about 13 years. It just had languished at the board for a long time.

And in terms of reversing Bush-era precedent, actually, during my tenure we did fairly little of that. I think the employer community was extremely nervous that we were going to undo and reverse dozens and dozens and dozens of cases. In fact, we did not. I did a count. There were nine reversals of precedent, at least two or three of them were unanimous. They were not a question of reversing Bush-era doctrines.

There were really just two doctrines that I can think of where the Obama board reversed a Bush-era precedent. And they were two of the most controversial. I think it's more a question of the board coming to life, particularly after 27 months of the two-member board.

HENNING: Well, the threat is it goes back to a two-member board, because with you gone, the board is down to just three members, two Democrats and one Republican. Were both Craig Becker and Mark Pierce recess appointments?

LIEBMAN: Well, they were initially, but Mark Pierce was subsequently confirmed, along with the Republican, Brian Hayes.

HENNING: There's a strategy afoot where the conservatives are asking the Republican to resign and they would refuse to confirm additional appointees, leaving the board hamstrung, as the Supreme Court ruled that without a quorum they can't act on major things. What do you think is going to happen?

LIEBMAN: I'd like to think that won't happen. It's obviously intended to cripple the agency, to make the board unable to function. We know now the board cannot issue decisions with only two members. I'd like to be optimistic and think that something will be worked out and the board will be able to continue functioning.

9/11, 10 years later: the suffering

By Gary Schoichet

Crashing those planes into the World Trade Center on September 11, 2001, was not only an act of terrorism, it also produced the largest workplace death toll in United States history.

All the area hospitals were ready to receive the injured, but for all intents and purposes there were none.

Ambulances were idle, doctors and nurses waited to care for the casualties. People either died or lived; there were very few in between. Ten years later, the casualties are mounting and they are the responders, the firefighters and sanitation workers and police and the people who volunteered and spent months on the pile looking for remains and digging out debris, as well as people who lived in the area.

In the aftermath the United States declared, or didn't declare, war on Iraq and spent billions of dollars

Time is moving quickly for responders and other survivors.

and thousands of lives, American and Iraqi, all the while trying to ignore those suffering from the collapse of the buildings and the subsequent toxicity of the air they breathed every hour every day.

Program grew from need

"For two weeks," said Laura Crowley of Mount Sinai School of Medicine, at a forum presented by the NY Committee for Occupational Safety and Health on September 16,* "no one was seen at the hospital. Then there were a large number of patients and eventually 30,000 patients were seen."

They were rescue workers, responders, cleanup workers, survivors who lived, worked, and studied in the area.

"Screening and monitoring programs were set up," said David Pezant, chief medical officer of the NYC Fire Department. "Unfortunately," he said, "it prevented effective treatment. Next time, monitoring and screening needs to be coupled with treatment." Next time?

This time, which started 10 years ago, is the issue. The problems after the collapses were immediate. Congressman Jerrold Nadler said, "The federal government and the city told countless lies. Their priorities were clear: get people back to work, to school, to their homes."

In the service of the federal government and the city government, people worked on the site, went back to their homes and pushed all that contaminated dust and ash around,

breathing it into their lungs, sent their kids back to school and went back to work, and over the years more and more of them became sick.

"We will never know," said Nadler, "how many people would not have gotten sick if not for government lies." The black helicopters that the survivalists talk about were President Bush, Environmental Protection Agency chief Christie Whitman, and mayors Giuliani and Bloomberg, who all said, "it's safe."

"Nurses, traffic officers, telephone workers, construction workers, and all kinds of city workers were the victims of a public health crime," said Micki Siegel de Hernandez, Safety and Health director of District 1, CWA. "The dust cloud didn't stop. It coated everything. There was smoke from fires that burned for months. Politics controlled the response. Figure out the cleanup yourself, the government said. OSHA consulted

Rhonda Villamia: Never any health problems; now only health problems

"I went to Ground Zero to help workers who were helping people to find closure. I was there three and four and five times a week volunteering with the Red Cross, the Salvation Army, St. Paul's Church, and sometimes just being there. Unofficially I was there into June 2002. My sister Denise was there almost as long. [Denise testified together with Rhonda at the NYCOSH conference. She was a social worker working in public

schools. Also no longer able to work, she retired on disability in 2010.]

"We have had no family history of respiratory problems or any other chronic health problems. We have them now and more. My son also volunteered as a 20-year-old and came down with pneumonia and has allergies that he never had before.

"I wanted to share some part of the experience with my son.

"The Red Cross gave us paper

masks. We were told it was safe. We gave out supplies and food. I did a lot of exterior stuff: decontamination, washing boots, and inside changing bedding full of dust. We'd make Gator (name of ATVs) runs to the perimeter, bringing supplies to workers who could not leave their posts. I did relief shifts on the perimeter in the Hard Hat Café. You're ingesting whatever is there; particles blowing into whatever you're eating.

"My life has changed since then. I was a simultaneous translator. The job depended on a quick transition from brain to mouth. As my respiratory conditions worsened I developed coughing, vocal chord dysfunction, and laryngitis. Also, posttraumatic stress disorder (PTSD) and depression. And then irritable bowel syndrome, and people are waiting for me to speak and I'm cramped up. Everything got worse. I worked less and less until last September, when I worked my last day.

"I just got a notice that I will be receiving SSDI (Social Security Disability Insurance) and that without having to go to a hearing. They looked at the wealth of evidence and approved it.

"If I had to do it again would I do it? Absolutely. I'd be more obser-



Daniel Arigo

vant, more cautious, and careful to protect myself. There are so many people facing empty chairs. I can help them even if with only a smile."

Daniel Arigo: From \$2,000 a week to food stamps

"I was a first responder. Christie Whitman told us everything was fine. I have lost a great deal of my life because of illness. I was called by a newspaper reporter after Bin Laden was killed [and asked] 'How do you feel?' I get no gratification that someone else lost their life.

"I've lost 55 percent of my lung function. I have gastro-esophageal



Sisters Denise (getting hug) and Rhonda Villamia after telling their stories.

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but did not enforce. People are still living with these decisions made by government.”

Said Nadler: “The lies that were told compounded the damage done by 9/11. People will get sick in the future because of the contamination still in place today.”

Besides health issues, many WTC survivors experienced financial devastation as well, said Lee Clarke, Health and Safety director of District Council 37. “The mayor [Bloomberg] was in denial about WTC illnesses. Workers were being denied workers’ compensation and pensions. The city challenged claims so workers were and are depending on entitlements and [had to] jump through hurdles for everything they got.”

The *James Zadroga 9/11 Health and Compensation Act of 2010* created the World Trade Center Health Program. It provides for medical monitoring and treatment of 9/11

health conditions for emergency personnel, rescue, and cleanup workers, and provides residents of the area, as well as students attending school and people employed in the area, with an initial health evaluation to determine program eligibility, health monitoring and medical care for 9/11-related health conditions. The sum of \$4.3 billion was committed almost 10 years later and certainly too late for many.

Cancers not covered

Not covered by Zadroga are the cancers that perfectly healthy responders have developed – until such time as they are reviewed and deemed eligible for relief. A study commissioned by the British medical journal *The Lancet* (October 2011) stated that firefighters who were at Ground Zero had higher incidences of cancers than the general population and other firefighters.

reflux disorder. I walk around with oxygen. I have lost my home and my cars. I was making \$2,000 a week and then I was fighting for food stamps to feed my kids. I was not one of the people President Bush patted on the back and said, ‘Great job.’ I’m glad I wasn’t.

“My biggest loss is to my children and my life. What breaks my heart is seeing in my children’s faces when I can’t get enough oxygen into my body. I’m on a respirator 24/7. We know we were lied to about the dangers. It’s too late; it can’t be fixed. When you are dying every day of your life it’s harder to accept when you know you were lied to.

“I almost died twice. Would I have been happier if I had passed away that day? My answer would shock you.”

Patrick Bahnken: We continue to hear the bagpipes play

“Let’s talk about cancer. [Cancers are not covered because they may have come from somewhere else is the bureaucratic line.] The bureaucracy that is involved with Zadroga is killing us. One worker had her disability approved a week after her death.

“No one told any of us to stop dying on September 12. We continue 10 years later to hear the bagpipes play. There is going to come a time when the federal government is going to say, ‘You’re right,’ to a group of dead people. It’s like Agent Orange. We don’t want to die because of bureaucracy. There are plenty of unknown carcinogens in the air and they were burning them. We were breathing them.



Patrick Bahnken

“Those of us with cancer are starting to believe we’ve been abandoned. We have to start talking about cancer in real terms before we’re all dead.”

Pat Bahnken was the president of Uniformed EMS, Paramedics and

With the publication of the report, Nadler and the rest of the New York Congressional delegation called on John Howard, director of the National Institute for Occupational Safety and Health, to add cancers to the list of Zadroga-approved health conditions. “...Exposure to Ground Zero contaminants has led – and will continue to lead – to increases in cancer among 9/11 responders and survivors,” said Nadler. “With [the] publication of the FDNY study in *The Lancet*, we believe we have sufficient scientific evidence to make the case to the medical establishment and put this question to rest. As the study shows, toxins are strongly linked to the development of melanoma, thyroid cancer, prostate cancer, and non-Hodgkin’s lymphoma among responders at Ground Zero.”

The wheels of government grind slowly; time for the responders and survivors moves quickly.

**All quotes are from NYCOSH forum with the exception of the last Nadler quote, which is from a press release issued by his office.*

Fire Inspectors, FDNY, Local 2507, AFSCME.

Mariama James: My grandfather worked on building the towers

“I was eight and a half months pregnant and had two small children on September 11, 2001. I grew up downtown. I knew the towers. My grandfather worked on building them. He came home one day; he was 80, and said he was done.

“I was working in Long Island City. I saw the plane hit the first tower and called my children’s school. I got them gathered up and went home. I was cleaning up and felt ill. I thought it was because I was pregnant.

“All of my kids are on meds. They are all learning disabled, have GERD, asthma, and sinusitis. At 18 my eldest had a breakdown. It’s all related.

“It costs me \$50 per month per child for medications. It costs me \$50 per child per month for doctor visits. I’m still waiting for help.”

All quotes are from the NYCOSH forum except those of Rhonda Villamia, which came from a separate interview.

LIST OF HEALTH CONDITIONS FOR WTC RESPONDERS

The list of health conditions covered by the Zadroga Act for WTC responders consists of the following:

AERODIGESTIVE DISORDERS: Interstitial lung diseases, chronic respiratory disorder – fumes/vapors, asthma, reactive airways dysfunction syndrome (RADS), WTC-exacerbated chronic obstructive pulmonary disease (COPD), chronic cough syndrome, upper airway hyperreactivity, chronic rhinosinusitis, chronic nasopharyngitis, chronic laryngitis, gastroesophageal reflux disorder (GERD), sleep apnea exacerbated by or related to a condition described in a previous clause.

MENTAL HEALTH CONDITIONS: posttraumatic stress disorder (PTSD), major depressive disorder, panic disorder, generalized anxiety disorder, anxiety disorder (not otherwise specified), depression (not otherwise specified), acute stress disorder, dysthymic disorder, adjustment disorder, substance abuse.

MUSCULOSKELETAL DISORDERS FOR CERTAIN WTC RESPONDERS: In the case of a WTC responder who received any treatment for a WTC-related musculoskeletal disorder on or before September 11, 2003, the list of health conditions shall include: low back pain, carpal tunnel syndrome (CTS), other musculoskeletal disorders.

The term WTC-related musculoskeletal disorder means a chronic or recurrent disorder of the musculoskeletal system caused by heavy lifting or repetitive strain on the joints or musculoskeletal system occurring during rescue or recovery efforts in the New York City disaster area in the aftermath of the September 11, 2001, terrorist attacks.

CANCER: The WTC Program Administrator shall periodically conduct a review of all available scientific and medical evidence, including findings and recommendations of Clinical Centers of Excellence, published in peer-reviewed journals to determine if, based on such evidence, cancer or a certain type of cancer should be added to the applicable list of WTC-related health conditions.



Mariama James

Union-sponsored affordable housing in NYC

By Edward M. Yood



Penn South is 10 buildings with 2,810 apartments in the heart of Chelsea.

A promise was made to the American people on January 11, 1944, by President Franklin D. Roosevelt: “We have accepted, so to speak, a second Bill of Rights under which a new basis of security and prosperity may be established for all – regardless of station, race, or creed. Among these are:

“The right to a useful and remunerative job in the industries, or shops or farms or mines of the Nation;

“The right to earn enough to provide adequate food and clothing and recreation;

“The right of every family to a decent home;

“The right to adequate medical care and the opportunity to achieve and enjoy good health;

“The right to adequate protection from economic fears of old age, sickness, accident, and unemployment;

“The right to a good education.”

According to Joshua B. Freeman in his epic work, *Working Class New York*, the NYC labor movement did not hold its breath waiting for government to fulfill Roosevelt’s all-inclusive commitment to meeting the needs of the people. Instead unionists and their allies built massive housing projects and huge health clinics, sponsored medical insurance programs, fought for shorter working hours and against the detrimental effects of automation and launched organizing drives. Some trade unionists played a critical role in the civil rights movement’s goal to ensure that public resources and economic opportunities would be open to all, regardless of race, religion, or gender.

In the first half of the 20th Century, discrimination against people of color included discrimination in housing. This was encouraged by the federal government and most of the then-48

state governments. According to Freeman, “The concentration by private developers on suburban or semi-suburban housing reflected government policy. From the 1930s on, the federal government encouraged and subsidized the dispersal of middle-income city dwellers to racially segregated, suburban neighborhoods of single-family homes. In part, it did this by funding highway and infrastructure construction that facilitated suburban growth and intraregional commuting... Further, by making mortgage interest tax-deductible, Washington provided a powerful financial incentive for home ownership (while giving no equivalent relief to renters)...The Federal Housing Authority (FHA) and Veterans ‘ Home Loan (VA) mortgage insurance programs allowed even families of modest means to borrow money for home purchases by eliminating lender risk.

Federal lending guidelines encouraged racial discrimination and detached, single-unit dwellings. Government appraisers routinely gave poor ratings to African Americans, ethnically mixed, and densely settled areas, while favoring all-white suburban developments. Between 1945 and 1970, hundreds of thousands of white families moved from New York City to single-family homes in the suburbs, profoundly changing the character of the region.”

Slum clearance means evictions

In addition, some housing projects displaced existing residences and businesses. As Freeman puts it, “Slum clearance, by definition, meant evicting people.” Only about half of the displaced residents could afford the rents and income requirements of these projects. The population reshuffle caused by public works and slum clearance hit non-

whites hardest. Blacks and Puerto Ricans were disproportionately represented among the displaced and prevented by discrimination from relocating in many areas of the city.”

New York state did not outlaw discrimination in public housing until 1955 and in private, multi-unit dwellings until two years later. Federal law did not ban housing discrimination until 1968.

Doing more for working people

Since 1945, NYC unions have been responsible for erecting nearly 40,000 units of affordable cooperative housing for approximately 120,000 New Yorkers. Labor-sponsored cooperatives accounted for nearly 5 percent of the 785,100 units of housing built in the first three decades after World War II.

A list of these housing achievements include, in the Bronx: The Coops in Bronx Park East, Shalom Aleichem Houses, Farband Houses, Amalgamated Houses near Van Cortlandt Park, Park Reservoir Housing, and Coop City; in the Lower East Side of Manhattan: Amalgamated Dwellings and Seward Park Houses on Grand Street, and Hillman Houses; in Chelsea, Manhattan: Penn South Houses; in East Harlem: 1199 Plaza; in Queens: Electchester, Big Six, and Rochdale; and in Brooklyn: three projects sponsored by Butchers Local 234. Unions most active in building these projects included the Amalgamated Clothing Workers, the International Ladies’ Garment Workers’ Union, Local 1199, Drug and Hospital Workers Union, and the International Brotherhood of Electrical Workers. Many CWA Local 1180 members, currently live in some of these labor-sponsored residences.

One of the original cooperators at Penn South Houses, Philoine

Fried, spoke about the legacy of New York union-sponsored housing in New York. Her father was Sidney Hillman, president of the Amalgamated Clothing Workers of America union, who pioneered union advocacy of low-cost cooperative housing, as well as unemployment insurance for union members, and founded the Amalgamated Bank for the purpose of serving labor’s interests. Some of the Occupy Wall Street protesters recently staged a mass transfer of their bank account funds from Wall Street’s top banks – which have orchestrated the current economic crisis, as well as endless wars against poor and working people around the globe – to Amalgamated Bank and various credit unions.

Ms. Fried explained how many of the union-sponsored housing projects evolved into NORCs (Naturally Occurring Retirement Community) consistent with her father’s dream of helping provide housing for his union’s members, both working and retired. Ms. Fried regrets that since the 1970s, New York City’s unions have been unable to continue sponsoring low-income housing.

Along with the efforts to build and expand affordable new housing, New York City’s unions have been relentless in responding to the gap between workers’ income and the market cost of affordable shelter by advocating unconditionally for rent control, rent stabilization, public government-sponsored, low-income housing, and most important of all, what Joshua Freeman calls labor’s greatest housing program: boosting working class income.

Edward Yood is an Administrative Manager at the Department of Sanitation.

African Americans are the backbone of civil service

The *New York Times* ran an article on November 28, 2011 entitled "As Public Sector Sheds Jobs, Blacks Are Hit Hardest," by Timothy Williams. For the members of Local 1180 and most city workers the article affirmed the obvious. Williams cites a former professor of history and the author of a book on race and labor, Robert H. Zieger, who said: "About one in five black workers have public sector jobs, and African American workers are one-third more likely than white ones to be employed in the public sector." Williams added: "The reliance on these jobs has provided African Americans a path upward."

Building economic empowerment

In New York City, African American public workers helped build the middle-class neighborhoods in central Brooklyn, northern Manhattan and southeast Queens. The paychecks of civil servants bought homes, supported houses of worship, day care centers, parochial schools, and small businesses. These hardworking unionized public workers educated their children



PRESIDENT'S COLUMN

by Arthur Cheliotis acheliotis@cwa1180.org

African American public workers helped build middle-class neighborhoods in New York City.

and sent them off to college and professional careers. Their children bought homes in the suburbs.

African American public workers retired with good pensions and moved south to Florida, the Carolinas, and Georgia and established strong middle-class communities of color in the South. They were joined by other middle-class unionized retirees from the federal government and postal service. From the industrialized heartland retired auto workers, steelworkers, and electrical workers returned to the states they left in search of a better life.

These unionized public sector jobs have provided African Americans the means to build a middle class with buying power that commanded

the attention of business owners that sought them as customers. These jobs in the public sector and unionized jobs in the private sector are the result of the labor and the civil rights movements' struggles for economic and social justice. This economic empowerment was a threat to some because it also supported political power.

Middle class life threatened

"The central role played by government employment in black communities is hard to overstate. African Americans in the public sector earn 25 percent more than other black workers, and the jobs have long been regarded as respectable, stable work for college graduates, allowing many to buy homes, send

children to private colleges and achieve other markers of middle-class life that were otherwise closed to them," Williams wrote.

Nationally, state and local governments have shed at least 142,000 positions, according to the Labor Department. Those losses are in addition to 200,000 public sector jobs lost in 2010 and more than 500,000 since the start of the recession.

It is clear the attack on public workers is just the next step in the continuing attack by the 1% against the 99%. Strong unions in the private sector provided workers with good wages, benefits and pensions but they are severely weakened. The 1% now point to public sector workers and repeat the lie about how good we have it. Some gullible members of the public and some of our own members buy the lie because it plays into the stereotypes created in the corporate media. We are the last line of defense for the middle class of our nation no matter what the race. The destruction of the African American middle class must be stopped because it is an attack on all of us.

Civil Service: Can't do your job without it

As much as our mayor and pundits of the right want to do away with the protections civil service offers workers, it is still the system under which Local 1180's city employees do their jobs.

Over the years I have found that too many of our members don't know a lot about civil service. I have had to explain to members who were about to lose their jobs that the law requires that provisional employees be replaced when a civil service list for their title is certified. I have answered numerous questions from members about the difference between permanent and provisional status, how positions are classified, how civil service lists are used, etc. Even some members who have worked in New York City government for many years are unfamiliar with the functioning of civil service and don't understand the importance of knowing about the system under which they work.

New York State Civil Service Law reflects the idea that government



1ST VICE PRESIDENT'S COLUMN

by Linda Jenkins ljenkins@cwa1180.org

The mission is to find ways to promote understanding of the civil service system.

functions best when it is staffed based on merit and not political patronage and the law provides a set of standards by which public employees are selected. Anyone coming to work in City government needs to understand civil service so they can take the necessary steps within the system to keep their jobs and advance their careers.

Understanding civil service

That is why the local has established a Civil Service Committee to educate our members about civil service. The committee is made up of members who are interested in learning about civil service law and

in helping other members. The committee's mission is to find ways to promote understanding of the civil service system among the membership; review classification issues raised by the members and assist them in resolving those issues; advocate the advancement of qualified administrative personnel to administrative and management positions in public service; and monitor the City's adherence to the principles of the civil service merit system.

In order to carry out our mission the committee is developing civil service fact sheets and posters for distribution to the members; will establish training to instruct mem-

bers in civil service law and its practical application in City agencies; do presentations at membership meetings; start a civil service column in the *Communique* (this is the first); monitor utilization of civil service lists; set up a classification review procedure; and attend hearings, meetings, and conferences on civil service and career advancement.

Join the committee

Since the committee was established last year, committee members have been learning about civil service and have already prepared several fact sheets on the mayor's attack on civil service, civil service lists, provisional status, and the non-competitive classification. These fact sheets will be distributed to the members and presented at membership meetings. We are planning for our first training seminar for members in May. The committee still has a lot of work to do and could use some more help to carry out our mission.

Join us.

EXECUTIVE BOARD MEETING MINUTES

SEPTEMBER 14, 2011

In Attendance: Arthur Cheliotas, Charles Garcia, Gina Strickland, Linda Jenkins, Alan Goldblatt, Clarona Williams, Bill Henning, Michael Lamb, Hazel Worley, Gloria Middleton, Harlan Reid, Gerald Brown, Lenora Smith

Guest: Steve Ferrer

Meeting called to order at 6:15 p.m.

The meeting opened with the executive board interviewing Michael Ryan, candidate for Staten Island (Richmond County), District Attorney. The interview concluded at 7:00 P.M.

President Cheliotas yielded to First Vice President Linda Jenkins as she has requested to be excused after her report.

First Vice President's Report

Linda Jenkins reported:

First Vice President's Report for Executive Board Meeting September 14, 2011**OCB****HHC titles – Assistant Director Hospitals and Associate Director Hospitals**

Hearings were held on August 23 and September 12. Next hearing date is September 22.

Update on Administrative Manager List 6529 (established 7/29/09)

Twenty-four agencies have viable lists but the 5/31/11 Quarterly Provisional Report shows **no provisionals** in these agencies:

NYCERS, ACS, TLC, Finance, Law Dept., HRA/DSS, Police Pension, DOT, Education, DHS, Probation, DDC, CCRB, Correction, HPD*, Consumer Affairs, NYPD, DFTA, DOHMH, DA-NY, FDNY, OPA, DEP, NYCHA

Sixteen agencies exhausted their lists:

Comptroller, Sanitation

DOI, Parks, TRS, DOITT, FISA, DCAS, DJJ, DA-Bronx, DYCD, DA-Kings, Business Services, DA-Queens, Buildings, NYCTA

Fourteen agencies exhausted their lists:

NYCERS, HPD, Comptroller, OATH, TRS, Finance, DHS, DEP, FISA, DOT, OPA, DCAS, DYCD, DA-Queens

Ten agencies had no viable list – fewer than 3 eligibles:

BP-Bronx, Landmarks Preservation, BP-Richmond,

CCHR, Tax Commission, Police Pension, City Planning, Business Integrity, DOI, Spec Narc Court

DEP – 71 on list -Appointed 60 - #s 1-10, 12-14, 16, 18-20, 22-36, 38-50, 52-54, 56-63, 65, 67-69 effective 3/28/2011 and #51 effective 8/5/2011.

HRA – Appointed additional 25 - #s 45, 74, 143, 177, 190, 193, 208, 210-212, 214-217, 220, 225-226, 227, 230-232, 234-235, 237, 239 effective 9/12/2011. Total of 93 appointments.

NYPD – Appointed additional 20 - #s 6, 10-12, 18, 23-25, 27, 30-31, 33, 35, 37-42, 44 as of 8/23/11. Total of 35 appointments.

Motion was made and carried to accept the First Vice President's Report.

Minutes from the August 17, 2011 meeting were distributed.

Motion was made and carried to accept the minutes of August 17 with the necessary corrections.

President's Report

President Arthur Cheliotas discussed the September 13, 2011 New York State Special Election.

A motion was made and carried to donate \$1,000 to the campaign of New York State Assemblyman-elect Dan Quart.

Arthur commended Lenora Smith and Nadya Stevens for their work on the September 10, 2011 Labor Day Parade. He also thanked all Local 1180 participants for such a great turnout.

Arthur advised that preparations are under way for "In the Public Interest" training. The training will be conducted for Local 1180 leadership, shop stewards, activists and rank and file members. Arthur stated this training is extremely important as we have our work cut out for us with the 2012 elections.

Arthur stated that he met with Administrative Manager candidate from HPD at 100 Gold Street, NYC on Monday, September 12, 2011.

In discussing the recent contract with New York State and CSEA, Arthur advised that with all the givebacks and three years of \$0.00 at the end of the five years contract, it is estimated that each worker will lose \$5,000.

The Municipal Labor Committee (MLC) will meet next week and there are four candidates running for three vice president seats.

The New York City Central Labor Council will have a lengthy process in creating the Executive Vice President's position.

OCB**HHC titles – Assistant Director Hospitals and Associate Director Hospitals**

The next hearing date is October 19, 2011.

Update on Administrative Manager List 6529 (established 7/29/09)

The 8/31/11 Quarterly Provisional Report shows ACS with 4 provisional Administrative Manager (NM) – (3 pure provisional and 1 step-up) all serving 0 – 9 months.

Update on Principal Administrative Associate List # 8535 (established 2/24/11)

ACS reports no provisionals – called list up to #23 – 8/5/11

DOHMH exhausted its list – appointed 70 of 95 on list

SBS appointed 3 of 4 on list – 1 person was on leave of absence – agency plans to certify that person

NYCHA appointed #s 1, 2, 4, 6, 7, 8 and 9. #s 3 and 5 were restored to the list.

NYCHA changed titles for 12 people in June, July and August – 11 are still performing the same duties. There were five similar actions in January 2010, March 2011, April 2011 and May 2011.

Principal Administrative Associate List # 8068 (OC)

On 10/4/11 I spoke with DCAS and they advised that there are tentative dates set for a pool for the open competitive list. They are targeting the last week in October and early in November. The dates are contingent on staffing and space availability to hold the pools.

Civil Service Committee

The committee has put together three fact sheets – on the mayor's attack on civil service, FAQ on civil service lists and FAQ on provisional status. We are working on a fourth on the Non-Competitive Classification.

Education Committee

The committee is beginning to plan for the MLK commemoration and Black History Month. The book club will meet on November 17, 2011 – the book selected is *The Warmth of Other Suns* by Isabel Wilkerson.

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

Secretary/Treasurer's Report

Gloria Middleton presented for review the Check Register as well as the Income and Expenses Report for

Motion was made carried to accept the President's Report.

Second Vice President's Report

Bill Henning reported that the Javits Center is thinking about bringing in Jackson Lewis as part of its negotiations team. The Unified Court System asked to commence negotiations (smallest unit in the court system) and will be a part of nine coalition unions to negotiate.

NYCOSH Conference: "Are You Prepared for the Next 9/11" will be held on Friday, September 16, 2011 from 9 a.m.-5 p.m. Bill also advised that he has been invited to a high-level symposium and reception with the president of the Republic of South Africa on September 22, 2011.

Motion was made and carried to accept the Second Vice President's Report.

Secretary/Treasurer's Report

Gloria Middleton reported that as of yesterday (9/13/11) there is \$835,640.77 in the T.D. Bank Checking Account and as of August 31, 2011 there is \$150,192.41 in the Morgan Stanley Account.

The Local's Revenue and Expense ledger was presented for August, 2011. In addition, the Local's Complete Check Register was presented for August, 2011.

Gloria advised that the New York City Labor Chorus will celebrate its 20th Anniversary at Town Hall, Manhattan, on November 5. Local 1180 was one of the founding locals of the Chorus.

Motion was made to purchase 50 tickets (25 pairs) to be raffled off at the next General Membership Meeting.

Gloria reviewed our current budget expenses for FY (10/1/10-9/30/11) and illustrated how we are on line with spending. As of today, there are 16 days remaining in the budget year.

Gloria asked if there were any recommendations for the next budget FY (10/1/11 – 9/30/12) and if so, to submit them as she is in the process of preparing the next budget.

Motion was made and carried to accept the Secretary/Treasurer's Report.

Recording Secretary's Report

Gerald Brown reported that the goals of the Committee on Political Education (COPE) are progressing on track for 2011.

Gerald made a motion to endorse Michael Ryan, candidate interviewed earlier tonight, for Staten Island District Attorney.

Motion carried to endorse Michael Ryan.

Gerald stated that Dan Quart's election to the NYS Assembly will be good for working people. Quart replaces Jonathan Bing in the Assembly and most

the month of September. Gloria presented the Budget for Fiscal Year 2012 (October 1, 2011 – September 30, 2012).

There is a balance of \$870,838.28 in the T.D. Checking Account and \$150,203.30 in the Morgan Stanley Investment Account as of 10/12/11.

In the month of September, there were

18 New Members, 15 Title Changes, 38 Terminations, 4 Reassignments, 1 Deceased

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

Motion was duly made, seconded and carried authorizing the Secretary/Treasurer and President to make reallocations in the budget during the budget year and to report those changes to the board.

Gina Strickland's Report

Gina presented the Grievance Manager's Report.

Motion was duly made, seconded and carried to accept Gina Strickland's Report.

Steve Ferrer's Report

Administrative Managers (NM) at the New York City Transit Authority are waiting for PERB to make a decision.

Motion was duly made, seconded and carried to accept Steve Ferrer's Report.

Alan Goldblatt's Report

Request the purchase of three tickets to the annual dinner on November 2, 2011 for Seeds of Hope.

Motion was duly made, seconded and carried to accept Alan Goldblatt's Report.

Clarona William's Report

Clarona reported that she will walk in the American Cancer Society Making Strides Against Breast Cancer Walk and is accepting contributions.

Motion was duly made, seconded and carried to accept Clarona William's Report.

Next meeting scheduled for November 16, 2011.

Motion was duly made, seconded and carried to adjourn at 8:00 p.m.

Respectfully submitted,

Gerald Brown
Recording Secretary

times Bing was not in favor of issues involving working people.

Motion was made and carried to accept the Recording Secretary's Report.

Steve Ferrer's Organizing Report

Administrative Managers in the NYC Transit Authority

On July 18, 2011. We sent a letter to Ms. Judith Buckley, NYC Transit Authority Director of Labor Relations, requesting recognition for all non-managerial administrative managers employed by the NYCTA. We informed her that CWA Local 1180 has authorization cards signed by an overwhelming majority of employees.

According to New York State Public Employees Relations Board (PERB) rules, we can file our petition between 30 and 120 days after we asked for recognition if the employer has not replied. If the employer replies in the negative, we can file at that point. NYC transit replied with a letter dated August 18, that it did not agree to grant recognition of this title to our bargaining unit "at this time." Therefore, CWA Counsel subsequently filed the petition with PERB.

Assistant Directors and Associate Directors at the Health and Hospitals Corporation (HHC).

Hearings before the NYC Office of Collective Bargaining (OCB) resumed and will continue at least through the end of the year.

Motion was made and carried to accept Steve Ferrer's Report.

Gina Strickland's Report

Gina reported that 36 resumes were received for the staff rep position. To date, nine interviews were completed and interviews will continue on October 5.

Gina advised that Arthur received the NYC Parks Dept. memo of understanding in reference to seasonal workers. CWA Local 1180 signed on with other unions to a redeployment memo in reference to the privatization of Brooklyn Central Laundry.

Motion was made and carried to accept Gina Strickland's Report.

Alan Goldblatt's Report

Alan requested that three individuals from the People with Disabilities Committee attend an upcoming disabilities conference in Atlantic City on September 23-24, 2011.

Motion was made and carried to approve the request.

Motion was made and carried to accept Alan Goldblatt's Report.

Harlan Reid's Report

Harlan reported that a site meeting with Planned Parenthood has been scheduled for September 26.

Harlan reported that Local 1180 members who are assigned to NYPD Communications will be required to wear uniforms. Details on uniform allowance and seasonal uniforms must be worked out.

Motion was made and carried to accept Harlan Reid's Report.

Next meeting is scheduled for October 12, 2011

Motion to adjourn was made and carried at 8:25 p.m.

Respectfully submitted,

Gerald Brown
Recording Secretary

COMMUNIQUE

Official Publication

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

Arthur Cheliotas, *President*

Linda Jenkins, *1st Vice President*

Gina Strickland, *2nd Vice President*

Gloria Middleton, *Secretary-Treasurer*

Gerald Brown, *Recording Secretary*

Members-at-large

Lourdes Acevedo, Charles Garcia, Denise Gilliam, Lisa Lloyd, Suzanne Polite, Harlan Reid, Lenora Smith, Bernadette Sullivan, Hazel Worley

Gary Schoichet, *Editor and photographer*

Margarita Aguilar, *Design*

Joelle Morrison, *Proofreader*



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**ANNUAL MEMBERSHIP REPORTS
CWA Local 1180 Supplemental Benefit Plans
For the Year Ended December 31, 2010**

Basic Financial Statements

	<u>Members' Annuity Fund</u>	<u>Security Benefits Fund</u>	<u>Retirees Benefits Fund</u>	<u>Legal Benefits Fund</u>	<u>Education Fund</u>	<u>Administrative Fund</u>
Plan assets:						
Investments	53,590,396	4,755,000	12,722,343	35,448	49,553	22,798,206
Receivables	760,097	113,505	120,168	639,116	0	8,225,647
Other	5,737	0	500	2,500	68,516	686,704
Total assets	54,356,230	4,868,505	12,843,011	677,064	118,069	31,710,557
Plan liabilities:						
Benefit obligations	0	1,042,895	5,599,059	677,064	24,035	0
Payables	119,337	3,825,610	1,326,219	0	94,034	202,083
Total liabilities	119,337	4,868,505	6,925,278	677,064	118,069	202,083
Plan net assets	54,236,893	0	5,917,733	0	0	31,508,474
Plan income:						
Contributions:						
New York City	4,773,957	0	0	0	0	25,929,128
Contribution transfers	36,690	8,540,452	0	1,610,553	933,493	0
Participants	0	44,340	13,187	0	0	0
Other	0	0	534,872	0	53,304	0
Net investment income	5,475,173	149,377	1,275,674	51	82	1,980,596
Other income	472	0	871	0	0	14,892
Total income	10,286,292	8,734,169	1,824,604	1,610,604	986,879	27,924,616
Plan expenses:						
Benefits	1,885,732	14,853,090	10,448,360	1,610,604	644,836	0
Contributions transfers	0	0	0	0	0	11,084,498
Administrative	114,449	0	0	0	0	4,883,713
Total expenses	2,000,181	14,853,090	10,448,360	1,610,604	644,836	15,968,211
Net increase (decrease)	8,286,111	(6,118,921)	(8,623,756)	0	342,043	11,956,405
Plan net assets:						
Beginning of year	45,950,782	6,118,921	14,541,489	0	(342,043)	19,552,069
End of year	54,236,893	0	5,917,733	0	0	31,508,474

Additional Information

The Plans have been audited by an independent accounting firm in accordance with their annual reporting obligation under the City of New York, Office of the Comptroller, Bureau of Management and Accounting Systems' Internal Control and Accountability Directive 12.

CALENDAR

Membership meetings to be announced.

January 3, Tuesday

Arts & Entertainment Committee
(chair: Harlan Reid)

January 4, Wednesday

People with Disabilities Committee
(chair: Alan Goldblatt)

January 5, Thursday

Equity and Civil Rights Committee
(chair: Gloria Middleton)

Community Service Committee
(chair: Pat Ruffin)

January 10, Tuesday

Education Committee
(chair: Linda Jenkins)

Women's Committee

(chair: Bernice Selman)

January 12, Thursday

Hispanic Committee
(chair: Venus Colon Williams)

January 17, Tuesday

Civil Service Committee
(chair: Linda Jenkins)

January 19, Thursday

Retired Members Chapter 12:30
(president: Adelle Rogers)

January 25, Wednesday

Caribbean Heritage Committee
(chair: Gina Strickland)

February 1, Wednesday

People with Disabilities Committee
(chair: Alan Goldblatt)

February 2, Thursday

Equity & Civil Rights Committee
(chair: Gloria Middleton)

Community Services Committee
(chair: Pat Ruffin)

February 7, Tuesday

Arts & Entertainment Committee
(chair: Harlan Reid)

February 9, Thursday

Hispanic Committee
(chair: Venus Colon Williams)

February 14, Tuesday

Education Committee
(chair: Linda Jenkins)

Women's Committee

(chair: Bernice Selman)

February 16, Thursday

Retired Members Chapter 12:30
(president: Adelle Rogers)

February 21, Tuesday

Civil Service Committee
(chair: Linda Jenkins)

February 23, Wednesday

Caribbean Heritage Committee
(chair: Gina Strickland)



Burying racism at Woodlawn Cemetery

Close to 200 people showed up on a sunny windy day outside the gates of the notorious Woodlawn Cemetery in the Bronx, now known as a racist burial ground. After a successful organizing drive by Teamsters Local 808, the current issue is one of racism in the form of workplace assignments that give the dirtiest work with no overtime to the group of black organizers known as the Band of Brothers. For now, management is not giving an inch and is outsourcing jobs so only 40 permanent workers remain out of the original 100. The workers vow that the struggle will continue.

Shirley Littman



Phone banking for Ohio labor

Stephanie Lindo was one of Local 1180's members who spent time calling Ohio voters urging them to vote for the repeal of Governor John Kasich's union-busting legislation; 61 percent of those casting ballots voted for repeal.

PERSONAL NOTES

PASSINGS

Condolences to **Tonya Moorer-Thompson**, shop steward at Planned Parenthood, on the passing of her grandmother, Gladys Moorer.

Condolences to **Regina Kelly**, shop steward at HASA, whose sister, Sonia Matthew, passed away.

Condolences to the family of **Marcia King** of the Department of Education, who passed away on November 15.

Condolences to retired member **Joan Wright**, whose mother, Rosalee Price-Wright, passed away on Nov 6.



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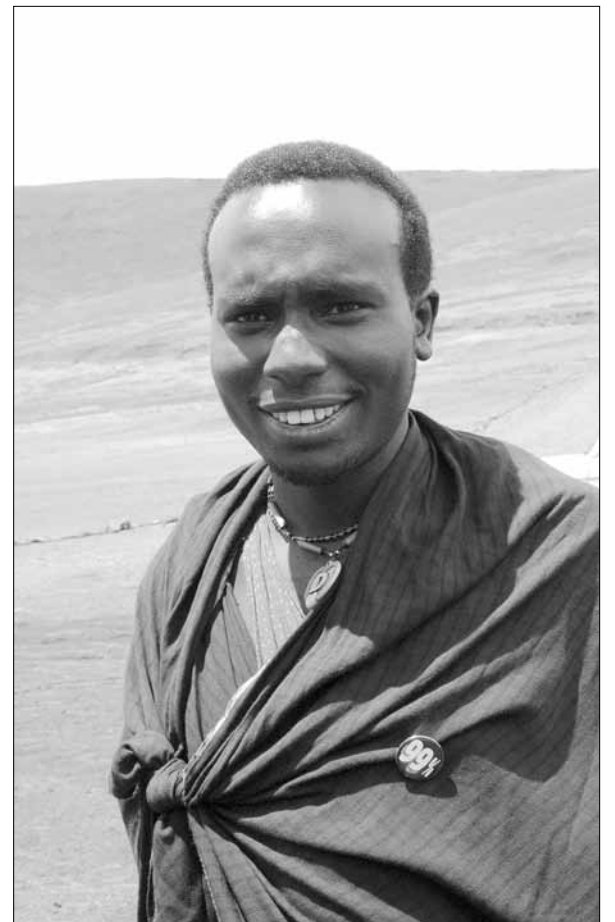
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Marching for jobs down Broadway

Joining with members of other unions, about 30 Local 1180 members marched from 32nd Street and Broadway to Union Square on December 1 to let everyone know that unions are alive and well and are part of the solution, not the problem, in New York and elsewhere. Enilce Brito from the Department of Finance walked because, "America wants to work. We need better jobs with better pay."



The Masai are part of the 99%, too

Africa, too, is experiencing the effects of the economic crisis caused by the world's bankers representing the 1%. With less money being spent, tourism, which funds Masai villages in Tanzania, is down, meaning people have less hard cash to spend on the necessities, like food, they require. This Masai leader proudly wears his 99% button.