

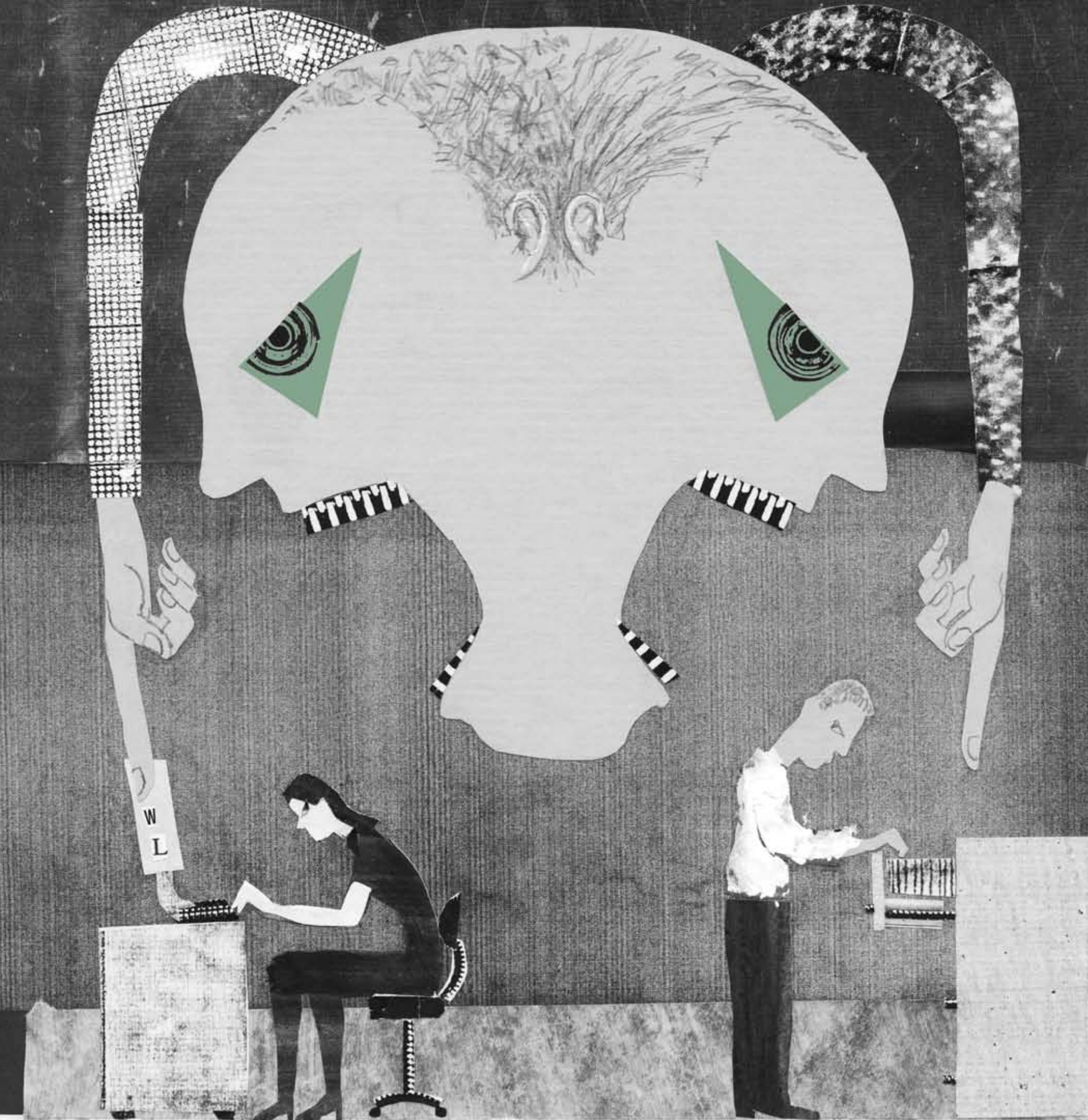


May/June 2010

# 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



**Bullying may be THE workplace issue**

- PAGES 6 & 7

# Racial profiling; 'driving while black'

By Ranti Makinde

**M**y first encounter with racial profiling occurred many years ago. I was stopped while driving and asked to produce my driver's license and my vehicle registration and proof of insurance. After what seemed like an eternity, the officers returned the papers without any explanation as to why I was stopped. I felt humiliated and ashamed, knowing that the suspicion of criminality was because of the color of my skin.

## Targeting Muslims and South Asians

The practice of racial profiling has been a reality for people of color for as long as we have been members of this society and a topic of discussion within minority communities for many years. Racial profiling refers to any police or law enforcement official's use of race, ethnicity, religion, or nationality to target individuals as suspect in a criminal investigation. An editorial in *The New York Times* said there were 575,000 stop and frisks in New York City in 2009 and that 90 percent of those stopped were black or Hispanic.

**I felt humiliated and ashamed, knowing that the suspicion of criminality was because of the color of my skin.**

After stop and frisk, the most common example of racial profiling is the stopping and searching of automobiles driven by racial minorities, especially African American men, for minor traffic offenses, often while driving expensive vehicles. This practice is so common that the term "driving while black" is used to describe it. This illegal practice is patent abuse of a 1996 Supreme Court decision (*Ornelas et al. v. United States*) allowing police to stop and search vehicles if criminal activities are suspected.

The ongoing targeting of Arabs, Muslims, and South Asians since the 9/11 terrorist attacks by immigration, airport security, and law enforcement officials is another example of racial profiling. Africans may now be target of profiling since the failed Christmas Day attempted bombing of a Detroit bound airliner by a Nigerian student.

Anyone with actual experience of racial profiling will be alarmed by the recent statement by Republican Senator James Inhofe (R-Okla.) at a Senate Armed Services Committee review of the shooting at Fort Hood by a Muslim U.S. Army psychiatrist. Inhofe said, "I believe in racial and ethnic profiling." He declared, erroneously, that "all terrorists are Muslim or Middle Easterners between the ages of 20 and 35."

## I shop online

The statement by the senator shows a lack of understanding of the effect of profiling on the innocent majority of the victims of this practice who are treated as if they are already guilty of a crime. Furthermore, the senator failed to acknowledge the many studies that have found racial profiling not to be more effective than random screening processes.



I continue to attract the eager attention, while shopping, of store clerks and security officers with excessive offers of help and/or I am followed around the store. The frustration of my powerlessness to prevent this assault on my dignity and sense of self sometimes leads me to walk out of the store without making any purchase. This is one of the reasons that I now do most of my shopping online. On the other hand I have no choice but to continue to 'drive while black.'

*Administrative Manager Ranti Makinde is the Director of the Landlord Ombudsman Services Unit and a student at the Murphy Institute.*



## Local 1180 goes to Albany

About 30 members bussed to Albany on Tuesday, March 16 to remind state legislators that cutting funds to the Health and Hospitals Corporation is not in the City's best interests nor in Local 1180's best interests.

## COMMUNIQUE

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Carlyne Saint Roc (right) with Brenda Moreland.

## Always looking to grow

By Chude Mondlane

**Carlyne Saint Roc**  
Health and Hospitals Corporation  
Woodhull/Cumberland Diagnostic  
and Treatment Center  
Coordinating Manager

Carlyne Saint Roc is a native Brooklynite and first generation American. Her parents came to New York from Haiti. Although she still has relatives living in Haiti, most of her family “made it over.” After the earthquake in Haiti she is happy to say that although one of her relatives lost their home, they survived. Saint Roc has been contributing money through Wyclef Jean’s Yéle Haiti foundation.

Saint Roc started college at CUNY’s Kingsborough Community College and earned her bachelor’s degree from Baruch in business administration. She worked throughout her college career.

“I used to work for ‘corporate America’ in finance. I left it in the beginning of 1997 because I wanted

to go into teaching,” Saint Roc said. “As long as you have a bachelor’s degree you can get your foot in the door and if you have enough credits in certain areas you can start off as a substitute teacher. That’s the process. Then you have an amount of time to pursue your education courses for your license.” After trying her hand at substitute teaching she

### UNION PROUD

found that “there was too much politics within the schools. I had actually wanted to work as a guidance counselor, but it didn’t work out.”

#### Knowledge is power

Saint Roc spoke about the differences in working in the corporate world and a city agency. “There tends to be less politics in the private sector. The goal tends to be the ‘bottom line’ and to find the most efficient way of getting there, but in public and government agencies I found that, for the most part, they

get caught up in a lot of paper work and are less interested in doing what they are actually there to do. That’s why I gave up my desire to become a guidance counselor. It was less to do about helping the kids and more to do about upholding the status quo.”

Saint Roc spent her first five years at Woodhull Hospital before moving over to Cumberland as a Coordinating Manager. “We [Coordinating Managers] are relatively new to the union since we came aboard in 2006.” She became a shop steward in November 2009. “There are staff members who have been here for twenty to thirty years but during one meeting I was approached about the idea of running and after some thought I saw that it might be an opportunity to be in a position of some power to some degree. Being a steward would allow me access to greater knowledge, and knowledge is power.”

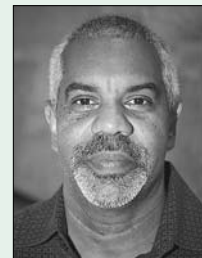
When Saint Roc first heard talk about joining the union, “I thought it was a good thing because at that time they [HHC] might have let go over thirty managers and from my personal experience there was no due process. HHC could do anything it wanted to do and we had no recourse.” What motivates her is that she is never content to just let life happen around her. “I want to continue to be challenged and I’m always looking towards growth.”

**Being a steward would allow me access to greater knowledge, and knowledge is power.**

## ROVING REPORTER ASKS...

**What do you think of the current and proposed legislation banning cell phone usage for phone calls without headsets or texting while driving?**

**Jimmy Martinez**  
Dept. of Finance,  
Brooklyn Division  
of Land Records  
PAA



I agree with any law banning and punishing texting or driving without a headset. Penalties are needed to make people accountable for their actions because they are not only endangering themselves, but the lives of others. I must admit that I have texted while driving, but I’m getting much better and try to curtail my usage unless it’s an absolute emergency. I think people who still do it, and cause harm, should be hung by their fingers like in the old days, an eye for an eye.

**Judy Dimino**  
New York City  
Police Dept.  
PAA



I think the new proposed legislation to stop texting or talking on a cell phone without a headset, while driving, will be good for everyone. People don’t realize that they are creating hazardous conditions. I think people are obsessed with texting; it’s kind of out of control. I’ve even seen people texting while biking. I’ll be happy when everyone is on the same page and more concerned with safety than texting and talking on the phone.

**Desiree Waters**  
Dept. of Youth  
and Community  
Development  
PAA



I believe the Distracted Driving Law is absolutely necessary, but I’m not sure it is much of a deterrent. I still see many people talking and texting while driving, which is so dangerous. In addition to causing traffic to slow down, drivers on the phone sometimes begin to cross over into the next lane without even realizing it.

Worst of all, this distraction can cause a pedestrian, or other driver, to be hurt, maimed or even killed. What is the solution in my opinion? I think the penalty should be raised to a “minimum” of \$300. I bet that will make drivers think twice.

Courtney Nelson is the Roving Reporter.

# Haiti in the eye of the earthquake

*My heart sees... Beauty...*

*Lush Vegetation and trees,  
on Mountains*

*with Flowers*

*by the Sea\**

**By Gary Schoichet**

It took between 30 and 40 seconds for the 7.0 magnitude earthquake in Haiti to kill between 217,000 and 230,000 people, injure another 300,000 people, and leave one million people homeless. In addition, at least 250,000 homes and 30,000 commercial buildings either collapsed or were damaged.

The epicenter of the earthquake was 15 miles from the capital, Port-au-Prince, home to more than two million people. Television, and particularly CNN, was there even before help started arriving. The devastation was broadcast for all to see.

*"When I first heard of the earthquake I started calling my family," said Danielle Adison.<sup>1</sup> "I have three brothers in Haiti and we could only confirm where two of them were. Two days after the earthquake we found out that my sister-in-law and two children died and my third brother was living in the street, traumatized, waiting for their bodies to be removed from the house."*

Haiti, the poorest country in the Western Hemisphere, shares the island of Hispaniola with the Dominican Republic. "Discovered" by Christopher Columbus in 1493 and claimed by him for Spain, the "claimers" made almost the entire native Taino Indian population extinct, probably by introducing European diseases for which they had no immunity. 200 years later Spain ceded the western third of the island to France. Slaves in the hundreds of thousands were imported to harvest sugar cane and coffee, indigo and cotton. Cruelty was the order of the day. In 1791 a slave rebellion started the process

\*Haiti in my Heart by Cryssa C



GARY SCHOICHET

**Danielle Adison**

of making Haiti the second, after the United States, republic in the Western Hemisphere and the first black republic in the world.

*"My first thoughts were terrifying. I didn't hear about my family. I was shaking and crying whenever questions were asked," said Ermence Gabriel.<sup>2</sup> "It was really bad. Thank God, no one in my family was hurt. Only one house was destroyed. We have people in different parts of the island. My aunt was the last person we found. In February. She had been hit by a door."*

The rebellion, aided by the British against the French, was brutal. Thousands on both sides were killed with equal ferocity – burning, boiling, and burying alive

were three of the methods. With freedom came government and expansion. Haiti ruled the entire island from 1821 to 1844 when a rebellion succeeded in dividing it once and forever more. Haiti prospered until 1911. Another rebellion broke out and the United States, four years later, sent in the Marines

and occupied the country until 1934. Foreign ownership of land was imposed, Haitian peasants were forcefully made to build roads, and 20 years of an iron-fisted rule was supervised by the American military occupiers. Elections were held in 1930, reforms were instituted, and in the 1940s a series of coups culminated in the 1957 dictatorship ruled over by Francois Duvalier and later his son, Jean-Claude Duvalier, Papa Doc and Baby Doc, ending in 1986 with the Haitian army forcing Duvalier to resign

and go into exile.

*"For days it was a dream. I would wake up and they would tell me it didn't happen," said Adison. "I couldn't do anything except watch CNN to see what was happening. Other communications weren't reliable. My brother still can't see himself going in. How is my family going to cope with that tragedy? We speak, my sisters here, every weekend. We call each other to know how we're doing."*

*"I didn't know my dad because of Papa Doc," said Gabriel. He told my mother, 'run.' Then they took him."*

Corruption and cruelty went hand in hand with the Duvaliers. Whatever monies came into Haiti and whatever was produced went to feed their personal coffers and Swiss bank accounts. In 1990, in free elections,

Jean-Bertrand Aristide, a populist priest, was elected president with 67 percent of the vote. Too populist for the generals and monied class, rebellion was always in the air. Elections in 1997 and 2000 returned Aristide and/or his party to office. Turmoil was rife in the first decade of the 21st century with U.N. peacekeepers, rebellions that were possibly financed by foreign interests, and the continuation of extreme poverty for most of Haiti's people.<sup>3</sup>

Then came the earthquake.

*"Now it's raining. People have to find a place to go until the rain is over. There is trouble distributing products," said Gabriel. "Some people are selling what they get even though there's no money because there are no jobs. The government needs to provide more structure."*

It seemed as if hundreds or maybe thousands of doctors and other health care workers poured into Haiti as well as huge amounts of money collected from individuals and donated by countries. According to the Inter-American Development Bank, it will take between \$8 and \$13 billion to reconstruct Haiti. The relief effort is not even close. Public health is precarious. Two physicians from Doctors without Borders said, "The lack of shelter and the hygiene conditions represent a danger not only in terms of public health, but they are also an intolerable breach of the human dignity of all these people." In a press release, Partners In Health asked for more and better help in addressing "the inhumane and rapidly deteriorating conditions on the ground in Haiti that are getting worse every day."

*"Every day we try to figure out how to help, how to contribute to reconstruction. We still have hope. Like 9/11 it is life changing. In 35 seconds you can lose so much," Adison said.*

<sup>1</sup>PAA II at HASA (HIV/AIDS Services Administration).

<sup>2</sup>Associate Coordinating Manager, HHC (Health and Hospitals Corporation).

<sup>3</sup>A very cursory history of Haiti.

**For Local 1180 members who want to contribute through Doctors Without Borders contact Harlan Reid or Gina Strickland at 212-226-6565.**

## NATION INSTITUTE HAS A CONTRACT

# Social justice begins at home

By Lourdes Marté

**F**rom award-winning journalists and accomplished writers to dedicated interns and staff, the members of The Nation Institute aim to “extend the reach” of social justice, activism, and equality. While the Nation Institute’s mission worked toward these progressive ideas, its employees were not immune or protected from the employer’s abuse of the ideals the Institute advocates.

The Nation Institute is *The Nation* Magazine’s media center that combines investigative journalism (The Investigative Fund), independent book publishing (Nation Books), and syndicated debate programs (TomDispatch) to shed light on critical issues long ignored by mainstream media for its controversy and hard truths.

## The issues

Instead of detailed policies that supported employees’ basic rights or clearly defined duties and expectations, management was dismissive in establishing concrete protocols. Issues like gender discrimination and overall unfair treatment began to take root. Internship Director Max Fraser said management’s method of “working it out amongst ourselves, like a big family” was becoming more



Esther Kaplan, Max Fraser, and Ruth Baldwin

and more ineffective in fairly and consistently resolving workplace issues. Employees’ own attempts to protect and define rights through an employee handbook quickly died as “fears of retaliation and lack of consensus” prevented real progress, said Investigative Fund Editor Esther Kaplan. The need for real administrative policies grew as the Institute grew.

As this ambiguity began to jeopardize fair distribution of benefits, overtime pay and parental leave, the decision to unionize became clearer to the employees of the Nation Institute.

While the employees’ decision to join a union was not met with outright resistance, they had an uphill battle. As the bargaining committee worked through union discussions, management attitudes became “reluctant and dismissive.”

## Bargaining wages next

The economic free-fall that had impacted Wall Street doubly affected non-profit organizations, and the Institute was not spared. Not only did “grants and other financial opportunities dry up,” adds Fraser, “but a wage freeze was imposed in 2009.”

Two years after the decision was made to unionize, the Institute’s bargaining committee succeeded in getting the first union contract with CWA Local 1180 signed in February 2010. The contract included: clearer definitions of job titles, mandates for overtime and holiday compensation, mandates for improper workplace behavior and discrimination, and parental leave for both female

## Talks are focusing on minimum wage floors for junior staff.

and male employees. And while the departure of previous management alleviated friction in conducting negotiations of the first contract, the ongoing search for his replacement may cause challenges for the current wage re-opener talks in progress.

With the success of the first contract, talks are focusing on minimum wage floors for junior staff and general wage clauses—including a demand for a higher wage increase in 2010 and are currently under review, said Fraser.

If the persistence and tenacity shown by the bargaining committee and the award-winning work published at the Institute is any indication of the members’ commitment to “a just society,” the union’s success in negotiating wages will provide a much-needed anchor for the rights of the Institute’s staff in the high-energy, ever-changing realm of activism. After all, change starts at home.

## FROM TERMINATION TO THREE DAY SUSPENSION

# With time on her side, PAA wins job back

By Gary Schoichet

**THIS IS A TALE** of alcohol and drug addiction, severe depression, homelessness, forced lock up, self awareness, and redemption. It is a story of losing everything and coming back to a normal life. It is a story where the City, for one of the few times, did not violate the contract.

It began in 2007 when Joanne (no last name) went AWOL (absent without leave). She had alcohol and drug addiction issues, a relationship that exacerbated those issues, and a depression that deepened with

every passing day. She didn’t care whether she went to work or not.

Meanwhile, in her downward spiral, she lost her apartment, lost her car, and was afraid of losing her job.

In the beginning she was in contact with her job but “no one put my time in for me.” The City was sending her notices of disciplinary hearings for her to attend but she was moving so quickly from involuntary confinement to detoxifica-

tion to Phoenix House that her mail never caught up to her. “Except my termination notice,” she said.

After Phoenix House she went back to work. She had doctors’ letters, was receiving Social Security disability, and her medical leave for her AWOL time was approved. At the Step One hearing that she attended with her rep, Bernadette Sullivan, termination was recommended. Then Joanne got lucky.



Before her Step Two hearing that would have had the same result paving the way to arbitration, the City lost her paperwork. Meanwhile, Joanne was back on the job for a year, sober, and she received excellent evaluations.

The City, taking her evaluations and her medical history into account, reversed itself. Her termination was reduced to a three day suspension.

Joanne hit bottom. Then she got up. “If there’s one thing I want, it’s for people to know that there is help for people with addictions.”

# Bullying may be THE workplace

By Gary Schoichet

**W**e all know the stereotype; big guy with a loud mouth and ready fists if you're smaller than him; drill sergeant in the army who uses abuse to get recruits into shape; the guy who kicks sand onto your blanket on the beach and dares you to say anything; the gym teacher who calls you a "sissy" because you don't know how to throw a ball.

Those are yesterday's bullies. Today's bullies most adults find in their workplaces. They are mostly supervisors and mostly male (see below) and mostly pick on women. Bullying takes on many forms; sometimes so subtle ("they give me more work than I can possibly do and then tell me I'm a bad worker because it's not done"\*) that the worker doesn't recognize it as bullying, and other times so blatant ("I was referred to as the bitch clerk, big mouth. He [supervisor] would scream at me in front of other workers and take my personal stuff off my desk and rip it up and throw it across the room.") that it couldn't be anything else and all the variations in between.

## What is bullying

According to the TUC (Trades Union Congress) in the United Kingdom which has seen bullying as a safety and health issue for 25 years, bullying is:

- Competent staff being constantly criticized, having responsibilities removed or being given trivial tasks to do;
- Staff being shouted at;
- Staff being persistently picked on in front of others, or in private;
- Having promotion blocked;
- Regularly making the same person the butt of jokes;
- Constantly attacking a member of staff in terms of their professional or personal standing;
- Setting a person up to fail by overloading them with work or setting impossible deadlines;
- Regularly and deliberately ignoring or excluding individuals from work activities;
- Staff having their views and opinions ignored.

For many people being bullied is life-long. Taking it to the extreme, bullying begins at birth. Leaving the warm liquidity of the womb is the first overtly hostile act a being experiences. There are the bullies of childhood, the kids you stay away from until you no longer can. Tell your parents or teachers or keep it a secret. Most keep it to themselves and the culture of bullying is institutionalized. Sometimes a victim complains and no one listens. (A teen age girl in Massachusetts hung herself in



January 2010 because she could no longer abide the bullying by nine of her classmates and school authorities turned a deaf ear to her parents' complaints. The nine were indicted on multiple felony charges, including statutory rape.)

Teachers bully. I remember a fifth grade teacher who all the parents said was a great teacher. On the other hand, classmates, who gratefully passed to the sixth grade,

remembered her through the tics and early acne she caused.

## To the workplace

Bill Adams, the Regional Secretary for Yorkshire and The Humber of the TUC, said, "bullying never goes away. Even though we have procedures in place it doesn't go away." Sexual harassment and different types of discrimination, examples of bullying, are illegal in the workplace; bullying as bullying is not. There is always fear of retribution that can include more bullying, transfers to other jobs and worksites, changes in hours that make childcare and other home issues more difficult, and anything else a bullying mind can think of. "If I was retiring soon," said one member, "I'd pursue this as a grievance, but I want to be where I am; not transferred to a location far from home." The "this" is a supervisor who screamed at her "as if I was a child [a violation of the City's Code of Conduct, ed.]. I was embarrassed and humiliated. When it happened I became very agitated, turned red, and my skin condition kicked in. My face broke out and I had to use medication to return it to normal. I was so shaken up that I kept my office door closed all day."

The second effect of the bullying was querying her own worth. "I get insecure, question myself, my self-confidence goes. I wonder what I'm doing here. Am I worth anything?" The TUC's Bill Adams said of bullying: "It's so destructive to so many things; relationships at work, home

life, economic security, and a victim's health. We classify bullying as a safety and health issue."

Adams said, "I had a job and my boss wanted me to send off some forms that was double funding (billing). I wouldn't do it so I was transferred to a small space with no phone. I couldn't work." That was the bullying. "So I took six months off. Sick. When I was ready to come back I was sacked." That was the economic consequence of the bullying: unemployment.

## In these times

"Unions are not as strong as they were in years past," said Ken Margolies, Director of Organizing Programs, NYC Extension of Cornell University's School for Industrial and Labor Relations. "In the old days, in industrial settings, workers might take a bullying supervisor out to the parking lot and take their own action. That's not done anymore." Because of the economy and the scarcity of jobs, taking risks like reporting bullying might mean being out of a job, especially if co-workers, also afraid of losing their jobs, don't back up the complainant.

When a worker grieves, the grievance procedure is slow and seems like it's barely crawling. "Workers," said Margolies, "have little confidence that their grievance will be resolved quickly enough.

"There is no longer any middle ground," said Margolies. "Supervisors have the ability to make life better or worse. They can make

## Definition of workplace bullying

Continued mistreatment manifested as either

Verbal abuse, or conduct which is threatening, humiliating, intimidating, or sabotage that interferes with work or some combination of the three

### Bullying in the workplace\*

- 37 percent of workers have been bullied
- Most bullies are bosses (72 percent)
- Most targets are women (57 percent)
- Bullying is four times more prevalent than illegal harassment
- 62 percent of employers ignore the problem

- 45 percent of targets suffer stress-related health problems
- 40 percent of bullied people never tell their employers
- Only three percent of bullied people file lawsuits

\*Results of a 2007 survey conducted by the Workplace Bullying Institute and Zogby International in which 7,740 people were interviewed.

### Bullying damages employees' health

- 45 percent of targets have stress-related health problems.
- Past research has found that targeted individuals suffer debilitating anxiety, panic attacks, clinical depression (39 percent), post-traumatic stress syndrome (PTSD, 30 percent)

# e issue



it look like you are doing a bad job.” The member above said that her supervisor blamed her when something wasn’t done even though it was the supervisor’s responsibility. “If anyone was going to get into trouble it was going to be me,” she said.

“They use the word incompetent like you’re a little child,” said another 1180 member. “If something goes wrong they blame you.”

“Being bullied wears people down,” Margolies said. “It’s embarrassing for workers to know that they are ‘taking it’ because they need their jobs. It’s power leaning on you and making you less.” Many bullied people take their humiliation out on the people they have power over. According to Adams, divorce is one of the many consequences of workplace bullying, particularly when it is a man being bullied.

Another Local 1180 member said he was “surrounded by sharks.” Instead of taking it home, some bullying supervisors “bring their issues into the office, their bad mar-

riages, their special needs children, and take it out on us. We have one supervisor who is constantly putting people down, belittling them. Mostly the female workers.”

Another member spoke about a supervisor who ignored him when he asked for guidance on a project and when the member took the initiative and approved it himself at deadline, was screamed at for doing a poor job. “He threatened my job, told me he was disappointed in me, and this was a continual issue. I don’t feel like my work is respected. My concerns aren’t important. It hurts and makes me question myself,” he said.

There is no doubt in anyone’s mind that upper management is ignorant of the bullying that occurs. They either don’t want to deal with it, or are complicit. One member went to his EEO (Equal Employment Opportunity) office to complain about a racist remark made to him and was blamed for inciting it.

“One day,” he said, “I woke up and I was so stressed I couldn’t move. The more I got up to get ready for work the sicker I got. I couldn’t even call the job to let them know I wasn’t coming in. I laid down the whole day.”

“Now when my supervisor comes down on me screaming or saying something negative I don’t pay attention. I’m not going to allow anyone to get to me. I put up a wall. It’s not a good place to be.”

### What’s a union to do

“I think it would require a campaign to increase people’s awareness of bullying and the courage to do something about it,” said Ken Margolies. “The issue has to be big enough not to be ignored.”

In the United Kingdom, Tim Roache, Regional Chair of the TUC

for Yorkshire and the Humber, said “We conducted a two year campaign at our worksites aimed at showing respect for employees. Once you start raising awareness you have to define what it is, the difference between supervising and bullying, and the differences between them in different workplaces.”

The first step is training stewards to recognize the early stages of bullying. The TUC has a three day training that includes role playing that “opens reps’ eyes to the things they never thought of as bullying behavior,” said Roache. The union has to push management to train supervisory staff to desist from bullying behavior or face consequences. In the 80s when the Tories were in power they brought in legislation, “protection from harassment” for the monied classes. The unions came in behind it in the mid 90s and still, according to Adams, bullying has gotten worse, affecting “50 percent of the workforce.” The TUC has a helpline for members seeking assistance and “the government has been quite good,” said Roache, “but in the end the legal duty rests with the employer.”

For NYC employees most bullying acts are violations of the City’s Code of Conduct. The consequences of grieving the violations appear to be too grave for most workers to consider. One member said, “It’s a good thing for people to know about so they know they are not alone.”

Is this how an anti-bullying campaign begins?

*\*All quotes are the actual words of members of Local 1180. Neither persons nor workplaces are being identified in this article for fear of retribution.*

## Worker to worker bullying

While putting a stop to managerial bullying is a daunting task, union member to union member bullying can be addressed more fruitfully. KC Wagner of Cornell University’s School for Industrial and Labor Relations, and an expert in the field of harassment, said that the shop floor norms for conduct have to change. Member to member bullying “weakens solidarity, divides the membership, and creates a wedge for management with discipline and job loss inevitable.” She said it takes a top down commitment from union leadership, leading by example as well as philosophy, to change behavior.



She continued, “Create trained staff, reps, stewards, and rank and filers to address worker to worker bullying. Use concepts of appreciative inquiry [a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organization] to engage like minded thinkers to promote structural and systemic strategies that work to promote respect and stop bullying and then replicate them.

“No one can expect the target of bullying to take it on alone. Be an ally as a co-worker and not a silent bystander and become part of a collective voice with others to challenge bullying behavior. Peer censure and peer influence may work.

“There has to be zero tolerance for bullying and it should be recognized as anti-union as is scabbing, crossing a picket line, or discrimination,” Wagner said.

of women, 21 percent of men). Once targeted, a person has a 64 percent chance of losing the job for no reason.

### Bullying costs employers

- Turnover, recruitment, interviewing, hiring
- Absenteeism/lost productivity
- Workers compensation
- Tarnished reputation: “Worst place to work”

**When they are informed about the bullying, employers either worsen the problem (18 percent), do nothing (44 percent), or help (32 percent)**

Doing nothing is not a neutral act. Bullying is mostly legal and can be ignored by law.

### Websites for more info

<http://www.workplacebullying.org/>

WBI is the only United States organization dedicated to the eradication of workplace bullying that combines help for individuals, research, public education, consulting for employers, and legislative advocacy.

<http://www.ini.wa.gov/Safety/Research/Files/Bullying.pdf>

Includes resources for learning more about bullying and what to do in simple language

<http://www.tuc.org.uk>

The Trades Union Congress in the UK has been concerned with work place bullying for the last 20 years. Go to health and safety link on their website.

[http://en.wikipedia.org/wiki/Workplace\\_bullying](http://en.wikipedia.org/wiki/Workplace_bullying)  
A Wiki article on the subject covering many aspects.

# Make Wall Street pay!

Most Americans agree that the economic crisis caused by Wall Street has devastated our economy. This didn't happen overnight. Over the last 30 years we were told that deregulation would provide highly skilled, high paying jobs to replace the jobs being sent overseas. It did not happen that way.

The Wall Street banks and brokerages ran a casino where the games were rigged. Even when it appeared that they lost they won; taxpayers have to cover their bets to the tune of over \$2 trillion and growing.

Most Americans agree that:

- these bankers and brokers must be held accountable;
- Wall Street must be made to pay all of us back for the devastation it has caused by helping to rebuild our economy;
- Wall Street should not be allowed to return to gambling as usual when it comes to our economy;
- Wall Street should not be allowed to profit from what most sensible people recognize as legal-



## PRESIDENT'S COLUMN

by Arthur Cheliotis [acheliotis@cwa1180.org](mailto:acheliotis@cwa1180.org)

### Even if Wall Street was just stupid... [it] should do time for unintentional 'econocide.'

ized criminal acts against the American people;

- We did not elect Wall Street to run our government.

#### Who did we elect

We elected our government to run Wall Street. We expect our government to work in our interest and *Make Wall Street Pay!*

Our budgets don't suffer from excessive expenses, but from eroded revenues stolen by Wall Street. Therefore, we expect our State legislature and City Council to:

- Not raise any taxes on low and middle class families to balance their budgets;

- Not cut good jobs paying benefits and pensions to balance their budgets;
- Not cut transit passes for students to balance their budgets
- Not cut funding for healthcare to balance their budgets;
- Not cut funding for education to balance their budgets;
- Not cut funding to rebuild our infrastructure to balance their budgets.

#### Can Wall Street pay

Since 1913 there has been a sales tax on stock transactions called the Stock Transfer Tax. It was done away with after the mid 1970s fiscal crisis. Due to a legality regarding

city bonds it had to be collected and immediately rebated. 2009's rebate was \$16 billion.

These monies would be more wisely spent providing for the health, welfare, and education of the people of New York.

#### Wall Street is the criminal

The Supreme Court equates a corporation's free speech rights to that of every American. If that is true then it follows that Wall Street should be found guilty of first degree murder for killing our economy in the course of robbing it. Even if Wall Street was just stupid and killed our economy accidentally, Wall Street should do time for unintentional 'econocide.' Instead, some politicians want to cover-up the crimes Wall Street committed, ignore the tremendous harm it has caused, and refuse to take action to make the victims of their crimes whole. Is it any wonder we have lost faith in our political leaders? We must make it clear that we will not allow ourselves to become victims again. We expect our elected representatives to hold Wall Street accountable. We expect them to *Make Wall Street Pay!*

## May Day: We reclaim it for all workers in the U.S.

As I write this we have heard of plans by the AFL-CIO to march April 29 on Wall Street with the message "Make Wall Street Pay." Consistent with Local 1180's legislative action for New York State, it appears that popularizing the notion of unifying the working class in its own interest is now becoming respectable again. And the group of unions who joined together a couple months ago to re-claim May Day as the workers' holiday, along with the demand for labor and immigrant rights and jobs for all who want one, have put a punctuation mark on this issue.

Speaking for the "employed and unemployed, the documented and the undocumented, the organized and the unorganized...men and women of New York City," this new coalition hearkens back to over a 100 years ago. In 1886, a general strike in Chicago in support of the 8-hour day spread the message around the world that workers would not be denied. We find ourselves now in just such a critical time for working



## 2ND VICE PRESIDENT'S COLUMN

by Bill Henning [bhenning@cwa1180.org](mailto:bhenning@cwa1180.org)

### Let the funding for it come from those who for too long have fed at the trough.

people. Governments at the municipal and state level seem far too interested in solving the problems of budget shortages on the backs of workers, whether they be in diminished public services, or the imposition of austerity measures on those who deliver them.

#### Scapegoating workers

Our coalition must send the message that workers did not create the conditions which have led to the greatest wave of prolonged unemployment since the Great Depression, and we will not stand by idly while those who did try to make us pay for it. We have the

largest disparity between the rich and the poor of any state in the country, and the tax structure actually forces the poor and middle income levels to pay a larger percentage of their incomes than the rich. We have witnessed the wholesale transfer of \$1.2 trillion dollars from taxpayers to the banks. No, they did not pay it back, either.

Check the decline in values of every single pension fund in the land.

Besides scapegoating the workers who provide public services, from teachers to emergency responders to the Local 1180 members who serve as the administrative backbone of city government, the blame

mongers want us to turn on those who are different. Immigrant workers have been criminalized for the audacity of wanting to work, making them ripe for exploitation and an undermining of our wage and benefit standards. And it is no secret that while workplace fatalities are generally on the decline, they are mushrooming for immigrant workers who fear demanding safe conditions will risk exposure and deportation.

#### Build, not cut

And while claiming there is no money for public services or to build up the vital infrastructure of our land, almost a trillion dollars continues to be squandered on foreign military occupations.

So it is that our reclamation of May Day and its finest traditions could not have come at a better time. Let us raise our voices to demand that we build our way out of this economic crisis, not cut our way out of it. And let the funding for it come from those who for too long have fed at the trough.

## WORKING AT THE BROOKLYN DA'S OFFICE

**www.askandrea.com**

By Gary Schoichet

**I**t's not a real website, but it might as well be," said, Administrative Manager Andrea McIntosh who is the answer lady, not for legal questions, in the Brooklyn District Attorney's Domestic Violence office. McIntosh started as a temporary receptionist in 1993 and was hooked by the job. "I got into it right away," she said. "When you put your heart into your work people recognize you." She revamped the computer system making it more user-friendly and linking information that otherwise would have had to be searched in different locations.

McIntosh loves her job because "this office is always evolving. Other DAs measure their success by convictions. Here prevention, intervention, and rehabilitation vie with convictions in measuring success." The philosophy of District Attorney Charles Hynes, she said, focuses on the concept of "an overall justice that asks what is real justice for society?"

**What McIntosh does**

What does she do? McIntosh (this is only a small part of what she does) supervises the unit's non-legal staff of 20 people; interviews job applicants and has some hand in the disciplinary process; writes yearly evaluations and two and five month evaluations for new hires; organizes speakers and conferences; interacts with staff; supervises high school and college interns; runs rap sheets on victims and offenders, for which she is certified; supervises the volunteers from YAI, the National Institute for People With Disabilities, who copy and fold and deliver to mailboxes intake documents and other papers. "One guy who makes sounds with his mouth and uses his hands to communicate showed up one day without the others. They called from YAI looking for him. I told them he was here. He hadn't waited for them. In that time we discovered that even though he couldn't speak, he could read. We didn't know. You can't judge people by what they look like."



GARY SCHOICHET

**Andrea McIntosh's co-workers have no problem getting into the act.**

Then there are the intangible tangibles that she considers the purpose of her job.

"I find people's talents and figure out how to utilize them. In this office, anyone can come to me and say, 'this isn't right.' If it's a problem I can't solve I go to my boss. My duty is to make sure that everyone is able to work and that everything is functional." McIntosh wants people to enjoy coming to work.

"We had an intern, once, who fought with everyone. She dressed in a punk style, she wanted to be different. I saw an intelligent leader and treated her as such. 'No one ever told me I was smart, a leader,' she said. Now she's a kindergarten teacher. I would rather plant a seed in someone than extinguish their light."

People who work for McIntosh, and some who don't, come for advice about all things: childcare,

housing, health issues, and more. If she doesn't know answers she refers them to who does. She doesn't forget; she follows up. "This is my job. It's my responsibility as a manager. You have to know who your staff is. If you don't understand humanity you can't be human. It's one of the reasons I love this office."

**Employees are important**

She also loves that employees' lives are considered in the DA's office. "We had people, single mothers, who had to drop their kids at school and if the doors weren't open on time their choice was leaving them or being late to work; or others who were responsible for aging parents and might be late waiting for an aide. It was brought up to the DA. A week later we had flex time."

Historically, victims were given orders of protection that were

handwritten. McIntosh worked on the committee that changed the system of handwritten orders to electronic orders. The electronic orders are easily transmitted. Additionally, police officers can more readily locate the existence of a protective order so that they can make an arrest for violations.

**Happy to be union**

In 2000, McIntosh said, the DA wanted to know how to improve morale in the office. McIntosh has served as chair of the Employee Relations Committee since that time. The committee implemented Employee of the Quarter and Employee of the Year awards as well as family day outings and barbecues, and softball tournaments, but the biggest thing they did was encourage respect for all employees and create "an environment where employees feel safe, comfortable, and appreciated."

McIntosh was insistent that the work done by the DA's domestic violence office be part of this article. There is too much to put in this article and stay on the page. Their website is [www.brooklynda.org](http://www.brooklynda.org) and it is well worth looking at. However, in 1990 Charles Hynes opened one of the first domestic violence bureaus in a large urban district attorney's office. It was important to Hynes because his mother was the first domestic violence victim he knew. In 2005 the New York City Family Justice Center was opened on the 15th floor of the DA's office. It offers a safe place for victims as well as counseling, referrals, legal services, a children's room, police and probation help, elder abuse services, and more. (See the website.)

Some of the 400 Administrative Managers in different agencies accreted into Local 1180 were not happy. "I'm glad we're in the union. I got a raise, I'm getting my masters degree paid for by the union, and I have job protection."

"I was on the receptionist's phone one time and a woman called. 'This is so and so. Can I come in?' 'Are you OK?' 'No.' 'Is he there?' 'Yes.' 'Can he hear me?' 'No.' 'Should I call 911?' 'Yes.' We kept talking and she walked to her house and with being on the phone she kept him distracted until the police arrived." "A deep sigh of relief from me."

Another satisfying moment in Andrea McIntosh's job.

**I would rather plant a seed in someone than extinguish their light.**

## EXECUTIVE BOARD MEETING MINUTES

JANUARY 13, 2010

Call to order: 6:20 pm

**Present:** Arthur Cheliotos, Linda Jenkins, Gloria Middleton, Gwen Richardson, Gerald Brown, Charles Garcia, Alan Goldblatt, Harlan Reid, Lenora Smith, Gina Strickland, Clarona Williams, Hazel O. Worley

**Absent:** Bill Henning, Michael Lamb

**Guests:** Ed Ott, Venus Williams

The minutes of the previous meeting were reviewed and adopted.

**President's Report:**

- Arthur reported that he has retained the Advance Group for six months. They are to train teams of our stewards and activists to work on upcoming state elections, and lobby our state and city officials on the proposed budget cuts. The training will include conveying our message to the media, collecting signatures for petitions, etc. Arthur is confident that we can make a difference given the positive impact we had on the mayoral election. The contact with the Advance Group was approved by the Board.
- Arthur reported that letters have been sent to the various agencies re. the utilization of the Administrative Manager Promotional List.
- He met with Norman Siegel who expects to pursue legal action re. disparate pay of minority managers. Arthur feels that we may have grounds for a similar claim given what we learned during the accretion process of the Administrative Manager title.

Testimony revealed that minorities tended to have more responsibility and lower pay than their white male counterparts.

- Ed Ott stated that the State's budget paints a grim picture. Healthcare is in jeopardy. We need to get our issues out there.
- Report accepted.

**1st Vice President's Report:**

- Linda spoke about the Administrative Manager's list and the meetings she and Arthur have had with the agencies. Arthur stated that the smaller agencies seemed interested in our training program because they have a limited training budget.

- In preparation for bargaining a minimum salary for the Administrative Manager title, letters were sent to the various agencies under FOIL. We are looking for disparities in salaries of minority managers. The reps will receive information on the agencies that do not respond for follow up.

- Erin Mahoney and the Organizing Committee have reviewed the job specs of various titles in HHC.

- We are still waiting for a decision on the Customer Information Representative title. The representation petition for the Administrative Manager title in the Transit Authority is still pending at PERB. The petition for the title in the Department of Education has not been filed yet.

- Bill De Blasio will be invited to the February membership meeting.



- The Education Committee wants to purchase tickets to a play about Frederick Douglas that will run from February 4 through February 14, 2010. The Board approved the purchase of 10 tickets at \$20.00 dollars each.
- Report accepted.

**Secretary/Treasurer's Report:**

- Effective January 13, 2010, the Morgan Stanley-Smith Barney account has a balance of \$150,121.56. The TD Bank checking account has a balance of \$862,625.70.

- Gloria distributed the Transaction Detail Report.

- Wage increases for the Local's employees not collectively bargained for were discussed and approved.

- Gloria reported that room reservations have been made for the CWA District 1 Conference, March 2-4, 2010. The Executive Board will arrive on March 1 for the monthly board meeting.

- The Local 1180 Equity Committee will hold its annual Festival of Cultures on February 7, 2010.

- In Bill's absence, Gloria reported that the Sustainable South Bronx Employees Association, a group who recently voted to form a labor union, are looking to affiliate with us. Bill recommends that we discuss the question of their affiliation at the next board meeting and vote to accept them.

- Report accepted

**Gwen** reported that HRA is decreasing the number of security guards in the FIA worksites. We have requested a meeting.

**Jerry** reported on the healthcare bills in both houses.

**Gina** reported that the committee formed to compare the term life insurance programs of M3 Technology, and USI Affinity, are recommending that we go with USI Affinity. Arthur suggested that the committee research term life insurance rates to see if there is something better. If nothing is found, the Board will approve the committee's recommendation.

- Gina and Harlan are establishing a Haiti Relief Fund.

**Harlan** reported on the first 1180 Bowling Night. Fun was had by all.

- Harlan asked if he could start the SYEP process earlier this year so that more time can be given to the interviewing process. The Board approved his request.

**Alan** spoke about the NAMI Walk. He requested a \$1,000.00 donation. The Board approved his request.

**Charles** requested approval to attend the Labor Notes Conference. The Board approved the attendance of Charles, Alan, and Bill.

**The Equity Committee** and the Caribbean Committee will co-sponsor a fundraiser bus trip to Atlantic City on March 20, 2010.

The meeting adjourned at 7:55 pm, the next meeting date is March 2, 2010.

Submitted by Gwen Richardson  
Recording Secretary

MARCH 2, 2010

Call to order: 10:10 am

**Present:** Arthur Cheliotos, Linda Jenkins, Bill Henning, Gloria Middleton, Gwen Richardson, Alan Goldblatt, Michael Lamb, Lenora Smith, Gina Strickland, Clarona Williams, Hazel O. Worley

**Absent:** Charles Garcia, family emergency, Harlan Reid, family emergency.

The minutes of the previous were read and adopted.

**President's Report:**

- Arthur reported that he was in Albany last week to thank the Assembly for the \$500,000 in the Governor's budget for the Murphy Institute. The Republicans were more generous to the Murphy Institute.

- We will contribute to the campaigns of Diane Savino and Peter Abbate.

- DCAS proposes to change titles of dozens of DEP employees to Asst. Commissioner.

- The State budget is looking more grim everyday. Arthur attended a briefing on both the City and State budgets at the Fiscal Policy Institute.

- The top wage earners are not taxed equitably. James Parrott's proposal is that workers earning under \$40,000 dollars shouldn't pay City taxes given that they are unduly burdened with transportation costs, etc.

- Les Leopold will address the CWA District One Conference about the instability of the dollar, and what that could mean to our pensions, value of our homes, etc.

- Arthur expressed that given what is going on in the world, we need to focus on Wall St., forcing them to share in the sacrifice. They need to pay their fair share.

- We must force the people we support to act in our interest, ie the civil service system, and healthcare.

- Arthur repeated his request that each Board member give names of members who should be part of the Advance Group's training.

- Arthur wants to look into how the Hotel and Restaurant Workers Union are able to provide prescription drugs to 75,000 participants for \$20,000,000 dollars a year. They received bids on running their pharmacy plan from other PBMs. The lowest bid was \$70,000,000 annually. He wants to learn what they did to reduce their costs.

- We are going to arbitration for the Administrative Job Opportunity Specialist's salary. We are gathering more information on the Administrative Manager's pay, particularly the \$1,000 dollar promotional guarantee.

- Report accepted

**1st Vice President's Report:**

- The agencies are moving their lists. Some agencies have exhausted theirs, some did not use it, either because they don't have anyone serving provisionally in the title, or they don't use the title.

- We are still working to settle the Care Manager-Registered Nurse accretion petition.

- Petitions have been filed at PERB to accrete the Administrative Manager title at the Dept. of Education and the Transit Authority.

- Linda recommended that we go after the Associate and Assistant Director titles in HHC. There are 1,200 people in the title.

- Report accepted.

**2nd Vice President's Report:**

- Bill reported on bargaining. He is currently working to settle seven contracts.

- He spoke about the Labor March on May Day.

- Bill reported on his work with Tenants PAC. He suggested legislation to present on Lobby Day having to do with regulating rent.

- Pedro Espada is the chairman of the Housing Committee. He is proposing what appears to be a rent freeze, however, the bill would allow landlords to pay back J51 exemptions so that they can actually raise rents.

- Bloomberg appointed a new chairman to the Rent Guidelines Board. He is worse than the last one.

- Report accepted.

**Sec'y/Treasurer's Report:**

- Gloria distributed the Transaction Detail and the Profit and Loss reports for January and February.

As of Feb. 24, 2010 the checking account has a balance of \$872,481.62, and the Morgan Stanley acct.

has a balance of \$150,121.56.

- We gained eight new members in February.

- Gloria thanked everyone who participated in the Festival of Cultures.

- The Haitian Relief Fund has collected \$952.00 so far.

- Report accepted.

**Jerry** reported that he has recruited eight members to vote our proxy at the Working Families Party.

He suggested that a robo call be made to our members and retirees to remind them to complete the census forms and return them.

- Lobby Day is March 16, 2010.

**Alan** reported that the Jewish Labor Committee is holding its Annual Labor Seder on Tuesday March 23, 2010 at 6:00pm, 322 W. 48th St. The cost is \$15.00 per ticket. He asked that the Board approve the purchase of 12 tickets. His request was approved.

**Gina** reported that the committee formed to evaluate the Voluntary Term Life Insurance Program proposals of two companies is recommending USI Affinity. A motion to accept the committee's proposal passed. Bill abstained.

- The Haitian Relief Committee has to research the best way to donate the funds that have been collected.

- The Caribbean Heritage Committee will put on a program to illustrate what May Day means to the

Caribbean community.

- They are also looking to do a seminar on immigration and are planning to march in the West Indian Day Parade.

**Gwen** asked that we assist the Pride Committee to recruit new members.

**Clarona** spoke about new computer programs at Woodhull Hospital; People Soft, a program to record non productive time, ie union release, The Road Ahead, a program to look at restructuring the facility, and the Breakthrough program to revamp jobs, and productivity. Deloitte and Touche and the unions are meeting. The Joint Labor-Management Committee is scheduled for March 23, 2010.

- March 15, 2010 is the HHC Labor Committee Lobby Day.

- Clarona also reported on the activities of the Women's Committee.

- Bill asked that we endorse Jose Peralta. The Board did so.

**Good and Welfare:**

- Retiree Elba Tirado passed away.

- Alan is engaged. Congratulations

We adjourned at 12:00pm. Next meeting April 7, 2010

Submitted by Gwen Richardson  
Recording Secretary

**Wall Street must pay back**

**Charles Garcia, Ola Graham-Boyd, and Floretta Sage handed out leaflets that demanded that Wall Street take responsibility for its large part in today's fiscal crisis to Staten Island ferry riders going home after a day at work. Sponsored by the NYC Central Labor Council, Local 1180 was joined by members of IBEW Local 3 and the Professional Staff Congress.**

## Thinking about College? Think about the Murphy Institute at CUNY

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## LETTERS

### Hair loss is not loss of control

I read the article, "Losing hair is a loss of control," [*Communique*, March/April 2010] and I can relate to the authors. I was diagnosed with DCIS (Ductal Carcinoma in Situ) in January 2009 on my left breast and it required a lumpectomy. The lab test showed I had cancerous cells on the rim that was removed with the lumpectomy. This led to a mastectomy in February 2009.

In June 2009 I was diagnosed with Uterine Sarcoma Cancer which required a total hysterectomy in August 2009. After the surgery I received chemotherapy and radiation treatments. I was under a sandwich program. [I had] chemo-

therapy for three cycles, five weeks of radiation, and three more cycles of chemotherapy.

During the second cycle of chemotherapy, one morning I awoke to find my pillow covered with hair. Combing my hair gave me clumps of hair in my hand. Knowing this was a result of the chemotherapy, I did not panic. However, thoughts of losing all my hair completely entered my mind. How will I look to others? Will they accept me? Will I be able to do my job? Can I function on my job to the best of my ability?

I purchased a wig to cover my hair loss. This brought me many compliments on the way it looked on me.

By purchasing a wig it helped me to continue to look great, to be comfortable around friends and co-workers. I could again work to the best of my ability. You need to remember, loss of hair, chemotherapy, and radiation therapy will not cause you to lose control of yourself unless you mentally allow yourself to lose control. Strength in mind and body will allow you to work, play, socialize with family and friends, and help you be in remission for the rest of your life.

I hope this letter will be an inspiration to all those who must endure the treatments for cancer.

Yours truly,

**Ann Proglor, PAA III**

Department of Environmental Protection

## PERSONAL NOTES

### PASSINGS

Our heartfelt condolences to Staff Rep **Harlan Reid** on the passing of his sister, Lisa Johnson, on March 9th.

Our sincerest condolences to **Anthony Sultan**, Computer Associate Technical Support Level I, CATS I, Finance Department, on the passing of his mother.

Our condolences to **Leslie Pipes**, PAA in the Fiscal Department of the Department of Transportation, on the tragic death of her son, Terrence Massenburg (18), who collapsed while playing basketball.

Our condolences to the family of **Elba Tirado** who passed away on March, 1st. President Arthur Cheliotis said, "Elba was always ready to work for the union. She was a dependable activist and steward, was a wonderful member, a wonderful compassionate person."

Long time retired (1994) Local 1180 member **Jessie M. Grant**, Board of Education, passed away on February 10, 2010. Our condolences to her family.

Condolences to the family of **Helen Asendio**, a former treasurer and trustee of the Retired Members' Chapter.

Our condolences to **Zora Ware** on the death of her son Melvin Billups.

Condolences to **Barbarba Doyle** on the death of her husband Thomas J Doyle

Condolences to **Edith Stuart** on the death of her husband Albert J Stuart.

## CALENDAR

**May 4 (Tuesday)**  
Arts & Entertainment Committee  
(chair: Harlan Reid)

**May 5 (Wednesday)**  
People with Disabilities Committee  
(chair: Alan Goldblatt)

**May 6 (Thursday)**  
Equity Committee  
(chair: Gloria Middleton)

**May 11 (Tuesday)**  
Education Committee  
(chair: Linda Jenkins)

**Women's Committee**  
(chair: Bernice Selman)

**May 12 (Wednesday)**  
Community Services Committee  
(chair: Pat Ruffin)

**May 13 (Thursday)**  
Hispanic Committee  
(chair: Venus Williams)

**May 19 (Wednesday)**  
Caribbean Heritage Committee  
(chair: Gina Strickland)

**LGBT Pride Committee**  
(chair: Robert Ortiz)

**May 26 (Wednesday)**  
General Membership meeting  
at Local 32 BJ, 101 Avenue  
of the Americas

**June 1 (Tuesday)**  
Arts & Entertainment Committee  
(chair: Harlan Reid)

**June 2 (Wednesday)**  
People with Disabilities Committee  
(chair: Alan Goldblatt)

**June 3 (Thursday)**  
Equity Committee  
(chair: Gloria Middleton)

**June 8 (Tuesday)**  
Education Committee  
(chair: Linda Jenkins)

**Women's Committee**  
(chair: Bernice Selman)

**June 9 (Wednesday)**  
Community Services Committee  
(chair: Pat Ruffin)

**June 10 (Thursday)**  
Hispanic Committee  
(chair: Venus Williams)

**June 22 (Wednesday)**  
LGBT Pride Committee  
(chair: Robert Ortiz)





# Inside Communique

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## **Puerto Rican Day Parade**

The Puerto Rican Day Parade down 5th Avenue is Sunday, June 13. Please join members of Local 1180 in celebrating the rich and varied heritage of Puerto Rico. For more information call Venus Williams at 212-226-6565.

## **Retired Members Chapter Annual Luncheon**

Hold the date: Thursday, May 27 at the Ketch Restaurant, 181 Pearl Street at noon. Members pay \$20 and guests \$30. For further information call Marlene V. Ramsey at 212-368-3195 or email her at marl67v@yahoo.com.

## **Media and political training**

On Saturday, April 10 Local 1180 held the first of two trainings that will be the start of building an Activist's Army to take on Wall street, the New York City budget, and the coming and future electoral contests. Two groups of more than 30 members each learned about media and how to use it to further the union's goals. The second training on April 17 covered political training.

Lilieth Ferguson summed it up well: "The financial structure failed us. We have no trust in Wall Street to fix it. The regressive tax needs to go and we should have a fair progressive income tax. We cannot be in a trickle down economy. The billionaires are running the City, trying to dismantle Civil Service, but I am the union and I make the City run."



PHOTOS: GARY SCHOICHER

**Lilieth Ferguson**

**Secretary-Treasurer Gloria  
Middleton speaking about speaking:  
know what you want to say; stay  
focused.**