



January/February 2010

Communique

Local 1180, Communication Workers of America



ADHD: A disorder kept hidden out in the open

-PAGES 6 & 7

Is Afghanistan Obama's Vietnam?

By Lourdes Marte
lmarte@cwa1180.org

This is the first in a series of commissioned essays by students at CUNY's Murphy Institute for the Communique.

To compare the current war in Afghanistan to the Vietnam War is tempting. After all, both wars surprisingly share many qualities. Both wars have origins that can be traced back to their own civil war and conflicts entrenched within their cultural history. Both wars caught the attention of the United States and with it, financial and military support. Both wars spanned multiple presidents linking their administrations to its successes and failures, whatever their level of involvement or culpability. Both wars carried an exceptional amount of controversy here in the U.S.

Prevention vs. retaliation

Although these wars share these common traits, a deeper look at the details surrounding the cause and effect of U.S. involvement are the elements that can prove if the Obama administration is experiencing "Vietnam revisited."

U.S. participation in the Vietnam War can be traced to the fear of the "Domino Effect" of Communist rule—successful implementation of communism from North Vietnam that would infiltrate South Vietnam and spread throughout the world.

If clear, but incorrectly-focused mission is the cause of failure in war, what can an unclear and unfocused mission achieve?

The United States' stance on the "War on Terror" relating to both the Afghan and Iraq wars is based on this same principle, except it would be by Al Qaeda.

While Vietnam's struggles remained overseas, the effects of the Iraq and Afghan conflicts were felt on U.S. soil, such as the 1993 attacks on New York's World Trade Center and their collapse during the September 11th attacks in 2001. The post-World War political climate tied to the Vietnam War was about prevention;

Communism could not and would not win. But the political climate that fueled the Iraq and Afghan wars was about action, about retaliation.

The Vietnam War was ultimately labeled as a failure for the United States. Not only did the U.S. not achieve its expressed "mission" of preventing communism, it did not allow the Vietnamese to "determine their own future" as was pledged in the Geneva Declarations—at least not until 1975, when U.S. troops

were finally withdrawn. The North Vietnamese government united their country and became the Socialist



Republic of Vietnam. As the Afghan war continues, one cannot help but wonder—if clear, but incorrectly-focused mission is the cause of failure in war, what can an unclear and unfocused mission achieve?

Failure in the offing

The belief that weapons of mass destruction exist in the Middle East supported by the Bush administration but never verified, the familiar rhetoric of "assistance" in

the establishment of a new democratic government and tug-of-war aggression between Al Qaeda, insurgents, and Afghan and U.S. military forces have not served as a cohesive foundation of a solid mission for this war. According to *Voice of America* news, The Obama administration is now "reassessing"

the U.S. mission in Afghanistan, but for the sake of sending up to 30,000 more troops to Afghanistan. The war in Afghanistan, now eight years strong, does not have a clear mission in sight. How can it possibly have a clear vision of its end?

The failures of the Vietnam War and the current failures of the war in Afghanistan are glaring marks in American history—

making them easy targets for comparison. If the failures of the past continue to live isolated in history books, and not critically and honestly analyzed, then the Obama administration has no choice but to brace itself for a failure that mirrors in scale the Vietnam experience.



GARY SCHOICHER

1180 members receive Spero Awards at Murphy Institute

Lorraine Williams (PAA III, Administration for Children's Services) and Daniel Cunningham (PAA III, Department of Environmental Protection) were the first and second place winners of the Murphy Institute's Spero Awards for writing given to one graduate student (Williams) and one undergraduate student (Cunningham). Williams' prizewinning paper was titled, "Welfare Reform: Deficiency to Dependency" and Cunningham's was a memoir of growing up in the Bronx, titled "Looking Back." Both received \$250 awards.

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
6 Harrison Street, 4th Fl., New York, NY 10013-2898
<http://www.cwa1180.org>

Telephone: 212-226-6565

Security Benefits: 212-966-5353

Retiree Benefits: 212-966-5353

Claim Forms Hotline: 212-925-1091

Retiree Division: 212-226-5800

Tape Message: 212-226-1180

For out-of-town retirees:

Retiree Division: 800-801-2882

Retiree Benefits: 888-966-5353

Executive Board

Arthur Cheliotis, *President*

Linda Jenkins, *1st Vice President*

William F. Henning, Jr., *2nd Vice President*

Gloria Middleton, *Secretary-Treasurer*

Gwen Richardson, *Recording Secretary*

Members-at-large

Gerald Brown, Charles Garcia, Alan Goldblatt,
Michael Lamb, Harlan Reid, Georgina Strickland,
Lenora Smith, Clarona Williams, Hazel Worley

Gary Schoichet, *Editor*

Margarita Aguilar, *Design*

Printed by Astoria Graphics, Inc.

2 Anderson Ave. Moonachie, N.J. 07074





Percie Sivals handing out Bloomberg Bucks at South Ferry.

'You can't keep what you have unless you give it away.'

By Chude Mondlane
cmondlane@cwa1180.org

Percie Sivals Department of Sanitation Principal Administrative Associate II

Percie Sivals has been a Brooklynite since she was four years old when her parents moved her family to New York from Elizabeth City, North Carolina. "I am the baby of the family and most of my family still live back South," she said.

Sivals attended public schools and then Kingsborough Community College until she became a mother and decided she needed to work. "I started working for a temp agency and was contracted out as a receptionist to the Office of Management and Budget. The Deputy Commissioner, Anthony Zorilli, now retired, asked if I wanted to work for the City. I said, 'yes!' I quit my temp job and started working as a full time employee."

Not interested in activism

She is grateful to him for his generosity and for the opportunities he gave her. Without asking, he paid the cost of the Office Aide Exam. "I passed and when he moved over to the Sanitation Department in 1984 he brought me over with him."

Sivals has never been interested in activism. She always felt the need to help people out, a characteristic instilled in her by her mother. "We are Baptists and my mother was a mother of the church like most of the older women and, of course, I had to go to church all the time. I had to go in the morning, the afternoon, bible study, and all that. I didn't know until I got older how much influence the church had on me because when I was a kid all I could think about was 'when is the preacher going to finish talking?' I liked singing in the choir and meeting my friends at church."

Working together works

Becoming involved in the union did not attract her initially. "I was one of those people that only went to a union meeting when it was about our salaries and I really didn't care as long as we got our money. Then I started listening and found them interesting. I met people like Michael Lamb and

LaChaune Hackett and they started calling me to participate in political action events like phone banking and passing out fliers, and I started to like it." Sivals is a new shop steward and has just completed her first steward training.

UNION PROUD

She was recently elected to the Bargaining Committee. "I really like the way people work together. Before, I didn't really understand the whole union thing but now I really believe that we are a force in numbers and that people need to get involved."

Sivals said that her mother "would be so proud of me just for still working after all these years." She feels strongly that anything she has the privilege to learn, it is then her obligation to pass it onto the people around her. She can still hear her mother's saying, "You can't keep what you have unless you give it away."

I really like the way people work together...I really believe that we are a force in numbers and that people need to get involved.

ROVING REPORTER ASKS...

Will Martin Luther King's birthday become a shopping holiday like President's Day and Memorial Day?

Colleen Herzberg PAA, Housing

I thought it already was. We already have enough shopping holidays but maybe we need another in this broken economy. People are in need of more incentives to shop. On the other hand, I think people should leave the holidays to observe their true meanings, especially MLK's birthday. We shouldn't start trivializing things like Martin Luther King's birthday because of our capitalist values. It's just not right. Some things should just be left alone.



PAT ARNOW

Patrick Dawkins PAA III, Human Resources Administration

Unfortunately, I think it will turn into a shopping holiday, but I think it's inappropriate, especially in such strained economic times. We shouldn't be spending money we don't have. Additionally, Martin Luther King's birthday should be a solemn day where we adhere to the principal message of what that day signifies. We need to focus on family, community work, and volunteer work. Getting back to the basics will help everyone to remember exactly what's important and of real value in this country and in life.



PAT ARNOW

Deborah Middleton PAA, Human Resources Administration

If I had to guess I think it will become another shopping holiday. That's not to say that the value will be lost, or that the true meaning and recognition of Martin Luther King's work will be of any less importance. But the other holidays, like President's Day, have become shopping days so I don't see how MLK Day will be any different. Not everyone recognizes his birthday as a holiday, anyway. I have mixed emotions about the question because it's hard to predict the future and although it would help the economy, I don't know if people will still consider the day significant, especially people of color.



PAT ARNOW

Courtney Nelson is the Roving Reporter.

NYC was for sale, but barely

In the end Michael Bloomberg won the mayoral election by buying his third term. He spent \$110 million to Bill Thompson's \$9 plus million, twelve times as much. Bloomberg spent \$180 per vote to Thompson's \$14 and still only won by five percentage points, by 50,342 votes.

While most voters, 70 percent according to The New York Times, approved of Bloomberg's job performance, the two issues that could have cost him the election were the overturning of term limits and the amount of money he spent to win the election. Many of New York City's unions, fearing a landslide Bloomberg victory, were divided, with many endorsing him, or remaining neutral, fearful of the retribution should he win.

With more than 300,000 members among them, they might have turned the election to Thompson. Voter turnout was 1,100,649, low compared to recent years and really low compared to 70 years ago when more than twice as many people voted in the mayoral race. Local 1180 was actively for Bill Thompson. Members tirelessly worked events and on weekends and Election Day trying to help secure a Thompson victory.

Thousands of Bloomberg Bucks were handed out at City Hall, where

We're losing...the middle class. We're in the paycheck to paycheck class.

Robert Ortiz



PHOTOS: GARY SCHOICHER

Robert Ortiz handing out Bloomberg Bucks.

an actor playing the mayor emerged from a stretch limo, and at sites in all five boroughs over the weekend before the election. Below are what some of Local 1180's members had to say about the mayor and his third term.

Jeanie Dingwall, Health and Hospitals Corporation, Coordinating Manager: I support Local 1180 and I want to get the word to Bloomberg that New York City is not for sale. All of his speeches are for the middle class. What are people not in the middle class called?

Alberta Roberts, shop steward, HHC, PAA: I'm not happy that Bloomberg is going back for four more years. Koch stunk in his third term and who's to say that Bloomberg won't also. I'm near retirement and was hoping for a buyout what with the financial problems the city is having, but with Bloomberg in office I don't think it's going to happen.

Lisa Lloyd, HHC, Asst. CM: This is important. Bloomberg hasn't done anything for union workers. We're in a recession and rent and food are a problem and no help from Mike. Bloomberg is not for city workers, not for union members.

Sharon Gates, Human Resources Administration, PAA: We gotta do this. I can't afford to live here in NY. But it was term limits that really did it. An ultimate slap in the face and he can keep doing it because he has the money.

Michelle Hall, HRA, PAA: He overturned term limits. We don't live in a dictatorship. It's supposed to be a democracy. Where I live in Rochdale, one third of the people aren't paying rent. I'm the only one working in my household. I'm not asking to be rich. I just want my fair share.

Maranda Threadgill, Queens District Attorney, PAA: I want a change. I'm worried about my job. Anyone working for the City should be out working for Bill Thompson.



Teresa Brand's sign says it all.

Robert Ortiz, HRA, PAA: I learned how to stand up, how to be firm about what I stand for. You don't give into someone who took away our rights. I thought I wasn't a political activist. I'm for going by the rules the way the country was founded. I'm for democracy. We set up a process and the people make a decision and he flips us the bird. It's like in New York City we live in a plutocracy. We're losing, if it's not already lost, the middle class. We're the paycheck to paycheck class.

Glinda Andrews, Department of Finance PAAII: I'm ready for someone else. He's gotten too comfortable and thinks he can do whatever he wants to do. With term limits when Giuliani wanted to extend his term Bloomberg said it was wrong but when he wants to do it it is right.

Busing again to Albany



GARY SCHOICHER

Joining with District Council 37, 21 members and staff traveled to Albany to thank senators and assembly members for holding out on making \$63 million worth of cuts to HHC's budget. The cuts would negatively impact health care and lead to hospital worker job losses that would include members of 1180. Clarona Williams listens as Woodhull steward Catherine Alves is speaking to Assemblyman Joseph Lentol's chief of staff, Catherine Peake.



Michelle Hall

The Taylor Law

By Gary Schoichet
gschoichet@cwa1180.org

On December 20, 2005 New York City's transit workers struck the Metropolitan Transit Authority and stayed out for two and one half days. On December 27 the union, Local 100 of the Transport Workers Union and the MTA reached agreement on a contract. As a result of that strike, Roger Toussaint, the president of the union, was sentenced to 10 days in jail, the union was fined \$2.5 million, and dues check-off was suspended so that each member had to voluntarily pay his/her dues in person.

The Taylor Law prohibits strikes by public sector workers in New York. It prescribes the penalties. On the other hand, the law "grants public employees the right to organize and to be represented by employee organizations of their own choice." It also requires public employers to negotiate and enter into agreements with public employee organizations regarding their employees' terms and conditions of employment; establishes impasse procedures for the resolution of collective bargaining; defines and prohibits improper practices by public

employers and public employee organizations; and establishes a state agency to administer the Law - The Public Employment Relations Board (PERB).

In the next round of bargaining TWU 100 decided to go to arbitration. Secretary-Treasurer Ed Watt said, "Our members were not ready to go on strike again. We won the strike in 2005 [contract settlement five days after strike ended] but our members were convinced that they had lost. In 2008 we went to arbitration to obtain what was fair. We weren't looking to redress injustices unique to transit workers but the widespread inequality of the wages."

The arbitrator awarded transit workers the same money numbers that New York City was settling with its unions. The City balked, further punishment for transit workers (?) and the MTA, a state agency, appealed the award, which the Taylor Law allows.

While many people believe that the award will not be overturned, it means that transit workers wage increases will have to wait until the court rules. Ed Watt said, "One change [in the Taylor Law that might make it more fair] is to change the law so that the arbitra-

tion award is implemented while the appeal is heard."

Watt also asked, "What lesson were they trying to teach transit workers? We played by the rules. All they've done is make transit workers angry."

When asked if the Taylor Law needed changing, State Senator Diane Savino, (D-Staten Island) said, "It's unfortunate for the TWU, but the court will decide whether the award will be upheld. The basic rule is it's better for the parties to get the best deal through negotiations. The MTA agreed to go to binding arbitration. They are questioning whether the arbitrator reached his decision taking into account the TA's ability to pay [a criteria included in the Taylor Law]. Had the arbitrator ruled for zeros, TWU would have appealed on the same grounds."

What's wrong with the Taylor Law?

In an article in the *New York Teacher* (4/13/06), Randi Weingarten, the president of the United Federation of Teachers, wrote of the law's inherent unfairness: "The Taylor Law does not strike the proper balance between government and its employees... Instead, we have a process that is stacked against workers, a process that demoralizes them more and more rather than spurring them to do the best they can.

"The Taylor Law presumes good-faith negotiations, but it provides no incentive for public employers to negotiate timely contracts. While workers who strike face heavy penalties under the Taylor Law, public employers who refuse to bargain in good faith suffer no such harsh consequences.

"Through no fault of our own, municipal unions routinely go two, three, sometimes four years without a contract."

Ed Watt, echoing Weingarten's thought, said that under both mayors Giuliani and Bloomberg the pattern has been that contracts are implemented as they are expiring and that, in their case, NYC Transit Authority was not bargaining in good faith. He added, "In 2005 the TA violated the Taylor Law by attempting to negotiate on pensions which is strictly not allowed. The TA was not punished. There is no fairness in the application of the law."

Amending the Taylor Law

In her article, Weingarten proposed two changes, although we are reporting only one, to fix the Taylor Law:

"... any party that stalls the bargaining should be penalized. The penalty could be interest on late payments or mitigating the penalties of a strike. Stalling is not a legitimate bargaining strategy or a legitimate public policy."

Although her union has taken strike votes, the UFT has not struck since 1968. The Taylor Law, said Lee Adler of Cornell University's School of Industrial and Labor Relations, indicates that "interest arbitration [The arbitrator, instead of interpreting and applying the terms of an agreement to decide a grievance, determines what provisions the parties are to have in their collective bargaining agreement.] is the *quid pro quo* for not having the right to strike."

Right to strike

To end this article, we report that Local 100 has filed a complaint with the ILO (UN's International Labor Organization) claiming that the Taylor Law's prohibition on strikes by public sector workers is in violation of international human rights law because it does not allow unions to adequately represent its members and that it is "a serious infringement on core trade union rights." There will be more.



GARY SCHOICHET

Transit workers picketed the Metropolitan Transit Authority on November 18 calling on it to honor the arbitration award.

ADHD

A disorder kept hidden out i

By Gary Schoichet
gschoichet@cwa1180.org

AS I BEGAN researching and writing the information part of this story about Attention Deficit Disorder/Attention Deficit Hyperactive Disorder I started feeling that I was living it. Half the time I can't remember what the words are that go with ADD/ADHD. After reading Lorraine Gamble-Lofton's story I knew I was not even close. To quote Gamble, there was no "pain, shame, and almost paralyzing fear" in my psyche involving my sometimes inability to focus, the unorganized mess that is my office, my need for a deadline before writing an article, and the rest.

I did not know that ADD/ADHD was a secret. I did not know that less than half of all "hyperactive" kids outgrow it. I did not know that about five percent of adults suffer from ADHD. I did not know that in some instances people with ADD/ADHD are covered under the Americans with Disabilities Act. I did not know.

What ADD/ADHD is

What I do know: Adult Attention Deficit Disorder is "a nervous system disorder characterized by difficulties with 'executive' functions such as attention, planning, concentration, managing time and tasks, maintaining focus, and making

thoughtful decisions. To qualify for the diagnosis, a patient's difficulties must be life-long, and there must be no other condition present such as injury to the brain, sleep apnea, fatigue, alcoholism, Alzheimer's, or any other medical or neurological disorder that might cause executive function problems." ⁽¹⁾

In the workplace, "affected individuals have serious problems in some of the following areas: screening out distractions, starting and completing tasks, remembering tasks and plans, organizing information and belongings, being on time, keeping priorities in order, focusing on important tasks rather than low priority but more interest-

ing ones, fulfilling their obligations on time." ⁽²⁾

In real life financial terms, "among adults with ADHD who currently are employed and have had more than one job in the past 10 years, 43 percent report leaving one or more jobs because of their ADHD symptoms and the average loss of household income per adult with ADHD ranged from \$8,900 to \$15,400 per year, compared to adults without ADHD, which amounts to \$77 billion lost each year in the U.S. economy." ⁽³⁾

ADHD and creativity

There is said to be a connection between creativity and ADHD. A roll call of well-known people in

ADHD: One woman's plight

By Lorraine Gamble-Lofton
llofton@cwa1180.org

Saturday, August 25, 2007 was the date that would define the beginning of freedom for me. For some odd reason I woke up fully at about 4:30 that morning. I am not a morning person. Later that day I would be throwing a birthday party for my cousin Ernesto who would turn 60 on Sunday. That early in the morning there's no one to talk with so the television became my companion. So I'm walking around in my kitchen which is the size of a breadbox working on what my girlfriend, Eileen, has named Aunt Rainey's Stone Soul Potato Salad. Although my food was going to taste very, very good, I was as slow as frozen molasses going uphill in January at accomplishing tasks. As I'm working it out the infomercial in the background is going wah, wah, wah, wah wah. Suddenly, in the midst of the non-words, I hear the announcer say, "adult ADHD."

Well in my mind I had worked hard enough by then to sit down for a minute. I sat and listened and listened and listened. I didn't know

that adults could have it too. I was fascinated. By the time the program was over, I, figuratively, opened the dictionary and found my face next to the definition for ADHD. I was floored and just sat on the chair at the end of my bed for a while not knowing what to feel or what to do. I went back to the task at hand; I didn't want to mess up, again. As I thought about what I had just heard I started to cry, almost uncontrollably. For far too many years I had lived with the pain, shame and almost paralyzing fear found in having Adult Attention Deficit Hyperactive Disorder.

Over the course of that weekend, I thought about the things, so many



things that I went through, even back to childhood, that if I were growing up in this day and age, would have been dealt with differently. Even when I was in elementary school I had a hard time keeping up with the rest of the class. In the second grade when they were saying "Yes, Miss Skeete," I was reading books like Sara Crew in class. I found that I was so easily bored. My life continued in like fashion all the way through everything. I think that for me and probably for a great number of others who are afflicted with ADHD, one of the things that continuously tripped me up was that I could do things like pass tests, very well, and answer the question on the table in class. But when it came down to doing homework, that was a whole other can of worms. Homework meant that I had to sit still and focus—I avoided it as best I could.

As an addict or someone with a serious handicap might, I found ways to keep, at least, my mother at bay. I would make up assignments that were comfortable for me, but meant nothing, because they usually had not much to do with the class and in high school teachers didn't



call home, I was pretty safe. I would get great marks on tests, for example, the midterm. The midterm exam would afford me a grade of like 94 or 96, you know, a good grade which made my mom think that I was doing everything that was necessary at school. However, my classmark for the period which was comprised of attendance, class participation, and homework told the truth—I was failing, very, very well.

At work it's different

The older I got the worse things got. At work you can't fake your way through in the same fashion. There is more at stake in the office than in the classroom. But wait, before we totally leave the classroom let me say that my ability to stay still in

n the open

the arts and sciences who suffer, or suffered, from the effects of ADHD (the list goes from A to Y) includes Alexander Graham Bell, Hans Christian Anderson, Harry Belafonte, Andrew Carnegie, Cher, and Winston Churchill through Walt Disney, Thomas Edison, Albert Einstein, Benjamin Franklin, Whoopi Goldberg, Mozart, Napoleon, and Picasso, and Steven Spielberg, Frank Lloyd Wright, the Wright brothers, and William Butler Yeats. What some of these people might lack in doing everything right is counterbalanced by a fearlessness in taking the extra step, not knowing what the result will be.

Most people with ADHD are treated with stimulant medications that

are effective for about 75 percent of people who use them. Others take the route of behavioral modification and other therapies. For those 1180 members who work for the City and who resonate with the symptoms of ADHD you might try contacting the City's EAP (Employee Assistance Plan), http://www.nyc.gov/html/olr/downloads/pdf/eap/eap_unionlist.pdf and those in our other shops can contact their physicians or check out some of the websites listed on this page for information in getting help.

1. <http://healthcalls.com/AdultADD.htm>
2. Ibid
3. www.mhai.org

my head and focus was so bad that I went to four colleges over a span of 24 years (with some big breaks in between) before I was able to get my act together and graduate. When I did graduate, I did it well, but 24 years for someone who could read on the 12th grade level at the age of 10? Something was wrong.

Working with ADHD

Now, on to the office. As I said before, things just didn't work in

what I want to do is complete everything that I am supposed to do and be everywhere I am supposed to be like the rest of the world, (because you know that it is only you who is such a mess and can't get it right! Right?) on time and by the world's standards, normal, then you had to work harder. I found myself doing things like staying late, sometimes very late at work because I could focus better after the 9 to 5 day had come to an end.

I have lived long enough to understand that we are only as sick as our secrets.

the same fashion as they did in high school. At work people do care about how much work it looks like you are doing, whereas in the classroom your work rarely, if ever, impacts the class as a whole. So then the game became looking busy, so much more important, at least to your peers, than actually being busy. But it was a very dangerous game. Suppose someone, the boss, wanted to actually see what you had done or compare your production to someone else; what could you do? Nothing, except continue to live in fear. See, if this, not working, was something that I was trying to do to my mind effect, then it wouldn't be a problem but when it is not, when

There have been co-workers who were not nearly as bright as people would tell me I was, who did their work not so much better, but more efficiently. It's like I know that I'm not stupid, so why can't I get it together? That's the feeling that I have walked around with most of my life.

I found that I was all too often late for work, with assignments, even

leaving from work or anywhere else, because I would always put too many things into play at the same time. I would flit from one thing to the other in the middle of the first. Even in the midst of conversations I have said (and still do sometimes) to friends or co-workers "put a pin there" as I skip around from topic to topic, with my mind feeling as though it's a super-highway on which I spent most of my time trying to catch up with myself and trying to understand my need

There is a lot more to share but time and space don't permit, but that Monday when I got to work, immediately, I contacted the Employee Assistance Program and got an appointment for Wednesday. Although I was a little embarrassed and deeply ashamed, I have lived long enough to understand that we are only as sick as our secrets. I braved up and went to Rector Street and spoke with a counselor who began the confirmation of my self-

to be able to escape at a moment's notice which makes me want to sit at the end of the row, so that when I get bored, I can get out. Or the disconnect that happens in my thought pattern sometimes. An example: I can sweep up an entire room and leave the dirt pile right there because somewhere in my mind I'm done and on to the next adventure.

diagnosis. She then gave me a referral to a doctor in the neighborhood who connected me with a therapist and my local pharmacy.

Nothing to fear

The rest, is history in the making. By the way, the tears were tears of joy. Finding out that this demon had a name and a pedigree was one of the best things that ever happened for me. Now that I was armed with this knowledge, I could take responsibility and exert some control over my own life. I believe that it was President Franklin Delano Roosevelt who said, "We have nothing to fear but fear itself." Don't be afraid.

Some websites to begin looking at ADD/ADHD

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

Helping adults with ADHD lead better lives.

<http://www.nimh.nih.gov/health/publications/attention-deficit-hyperactivity-disorder/complete-index.shtml>

The National Institute of Mental Health (NIMH)

http://www.addresources.org/adhd_articles_adults.php

Attention Deficit Disorder Resources

Self-Help for Adult Add / Adhd: Managing Symptoms and Getting Focused

Adult ADD / ADHD Articles – Features articles on every aspect of *adult ADD / ADHD*, including time management, career and *workplace* issues.
www.helpguide.org/mental/adhd_add_adult_strategies.htm

ADHD Articles: Adults

Jump to Workplace Issues: Guidelines for Succeeding in the *Workplace with ADHD*: An article from the National Resource Center on AD/HD.
www.addresources.org/adhd_articles_adults.php

Expert Advice for Adults with ADD: Workplace Rights | ADDitude

An employment attorney explains the *workplace* rights of adults with ADD and how you can benefit from them. *ADHD* symptoms, diagnosis, and treatment.
www.additudemag.com/adhd/article/931.html

Answers to your questions about ADD/ADHD

<http://www.addvance.com/help/adults/workplace.html>

The ADHD Information Library: ADD and the ADA

<http://newideas.net/adhd/ada-americans-disability-act-adhd>



Our jobs are good jobs

Thirty years ago I attended my first New York State AFL-CIO Convention as the newly elected president of our local. During our deliberations one of the delegates from the shoe workers union warned us that his industry was dying and his membership was shrinking. Imports were driving his employers out of business and if we were not vigilant we would face the same fate. But I represented public workers who were paid with tax dollars and our jobs couldn't be exported. The loss of blue collar jobs has continued unabated. The result is a skyrocketing increase in middle class drop outs and an erosion of the tax base that funds our jobs.

The jobs we have today are good jobs with benefits and pensions. They are under attack as never before. We did not cause the financial crisis, yet we are being asked to pay for it. The rich and powerful that control the corporate media



PRESIDENT'S COLUMN

by Arthur Cheliotos [acheliotes@cwa1180.org](mailto:acheliotos@cwa1180.org)

We did not cause the financial crisis, yet we are being asked to pay for it.

are diverting attention away from the criminal conspiracy that looted our nation by pointing to us. They say to those with nothing, "cut your expenses by cutting your taxes. Why should you pay for lazy city workers who get better benefits than you, have rich pensions, and are paid too much?"

We need to reframe the discussion by talking about protecting public sector employment, the only middle class jobs left in this broken economy. They are the last defense from the spiral down to abject servitude for all working people. We pay for them through our tax

system which is suffering because of high numbers of unemployed workers, unemployed due to the machinations of the wealthy.

Tax the rich

The millionaire income tax brackets that helped fund a growing economy in the past must be restored. It has been established that they are willing to pay higher taxes to preserve public services. The stock transfer tax must be reinstated. Wall Street's arrogance is giving rise to populist movements, especially among the unemployed and educated young people who

get it and see only dim prospects ahead. We can win over their parents by talking about what the future holds for their children. How can they pay for anything if they don't have decent middle class jobs, like government jobs, as the minimum standard?

The cost of higher education is placing our children in deep debt. Mathew Goldstein, Chancellor of the City University of New York, has warned that if we are to be secure as a nation we must substantially increase our investment in our children pursuing degrees, especially in science and engineering, by expanding public higher education that will grow the economy and lead to productive innovation, not more derivative schemes.

You'll be hearing more about taxing the rich, the stock transfer tax, and investing in our children through our public university system as we take on the fight to preserve what we have and build toward a better future for ourselves, our families, and our communities.

Not too late for a new EFCA strategy

Amid the euphoria over last year's election of Barack Obama and the election of a filibuster-proof Senate, leaders in organized labor anticipated great advances with the first attempt at major revision of federal labor law in many years. The Employee Free Choice Act would streamline the tortuous process of the National Labor Relations Board by which workers organize into unions. It would require only that a majority of workers sign cards indicating their desire to join a union, and it would stiffen penalties against employers who break the law and retaliate against workers for union activity. Finally, it would impose binding arbitration when the employer and the union are unable to reach agreement on a first contract within 120 days of the union's winning the right to represent the workers.

That euphoria did not last long. Under intense pressure from the US Chamber of Commerce and other employer groups, Senate Democrats began expressing reservations, especially about the



2ND VICE PRESIDENT'S COLUMN

by Bill Henning bhenning@cwa1180.org

The campaign was framed as a battle for institutional labor rather than a workers' right campaign.

"majority sign-up" and binding arbitration provisions. Already, there is talk of a watered down compromise to win over the recalcitrant Senators and prevent a filibuster from thwarting debate, reminiscent of the current battle over health-care (insurance) reform.

Broaden the debate

What might the proponents of EFCA have done differently? For starters, organized labor should have broadened the debate to include more than those already in unions. Polls consistently show that 58 per cent of unorganized workers would join a union if they had the chance, but their voices were not heard. It

appeared that the campaign was framed as a battle for institutional labor rather than a workers' rights campaign. Instead of highlighting the freedom of association component already enshrined in such documents as the International Declaration of Human Rights, we allowed the enemies of workers' rights to masquerade as their defenders. To listen to them, we wanted to eliminate secret ballot elections and they wanted to preserve them. In reality, of course, EFCA would only have shifted who got to ask for an election; current practice allows employers to insist on one, which triggers a six-week campaign of incessant anti-union activities by

employers and their high priced "union avoidance" consultants.

Unions fought hard to help the Democrats wrest control of the Senate away from the Republicans who could stop a bill from moving forward with a minority of 41 votes. Yet too many of those who benefited from labor's electoral support are not feeling enough heat.

Punish Democrats, but really

Democrats celebrated the defection of Pennsylvania's erstwhile Republican Senator Arlen Specter to their ranks. Now a Democrat, he has recanted his early support for EFCA. He clearly switched parties because the reliably conservative base that votes in Republican primary elections would almost certainly have rejected him in the 2010 contest as too moderate for them. If ever there was a candidate worthy of a challenge from the labor left for his being too conservative, it is Specter—unless he reverts to his earlier support of this critical labor law reform.

Maybe that's all it would take to send shock waves through the rest of the Democratic Party that workers are not to be taken for granted.

'City Time' is at hand

By Daniel Cunningham
dcunningham@cwa1180.org

The City wants to read your palm, but not to tell your future. Hand scanners are already recording the arrival and departure times of our members in approximately 49 of the 90 mayoral agencies. Virtually all of those agencies have been fully converted to the City's new time-and-attendance system called City Time. The list of 49 includes the Fire Department, DCAS, DEP, Buildings, Corrections, DDC, Sanitation, Police, and Consumer Affairs.

This new technology relies mainly on the use of hand scanners, known technically as bio-metric devices. City Time metrics doesn't use fingerprint recognition, but relies on geometric silhouettes to identify each human hand by its size, shape and other characteristics. For the nerds out there, hand geometry scanners, as they are also known, use charged coupled device (CCD) cameras, infrared light, mirrors and reflectors to capture black and white images of the human hand silhouetted against a thirty-two thousand pixel field. Whew! In plain English, these things know you by your palm, and record your comings and goings.

Actually, most agencies have offered employees an alternate

In plain English, these things know you by your palm, and record your comings and goings.

method of recording time, that being City Time software for desktop computers. It's called web clock and allows employees to clock in and out through the use of desktop computers. Whatever method is selected, the first step is to enter your user identification number (same as the employee ID number on the back of your city ID card) before "punching" your time. And, of course, you'll need a password.

What's Really Changed?

Timekeepers will no longer record your time, calculate leave balances, or process overtime and leave requests. City time will process all time and attendance automatically. Overtime and leave requests will be sent to supervisors' computers electronically and approved by supervisors electronically. Employees can check the status of their requests from their computers. And City Time is linked to the Payroll Management System so your paycheck will reflect time served as recorded by City Time.

Gone are the days of the sign-in sheet and the big red line.

City Time has not changed the rules and regulations. As always, timekeeping rules will be kept in accordance with an employee's title, union, length of time employed by the City, and time at a particular agency pursuant to the various collective bargaining agreements. Overtime and leave requests still require prior approval, and employee lateness and absence will be recorded and dealt with as usual. But while the human element has been greatly reduced, not all arbitrariness is eliminated. Managerial discretion lives. Some bureaus may require certain employees to scan in and out for meals and breaks, and make it optional in other units. City Time automatically adds an hour for meals regardless of whether or not an employee indicates a meal break. And consider this, managers are not required contractually to punch their times on a daily basis.

So even in the brave new world, not all are created equal.

Time and by your leave

By Pat Greenidge

Time and leave abuse in the workplace is that animal which propels your career along or can, or will, bring it to a turtle crawl. Showing up and being punctual is where it's at. To remain on the job you have to be on the job. Policies regarding attendance, punctuality, vacation, and sick leave are vigorously adhered to in most City agencies.

Promotions and other types of advancement in the workplace can hinge on the consistency of a worker's attendance. Time is money, our money, my money, so it behooves each individual to be aware of their time and leave record. There is more likelihood of restful sleep at night and accurate paychecks when pay day arrives.

How do I know this

Guilty as charged. That is what happened to me. Guilty of charges for the accumulation of 450 minutes of lateness. Those late minutes showed up on the agency master list of offenders. Had I accounted for those many occurrences of lateness? I had not. Disciplinary measures commenced. I had to go to the conferences and explain myself. Needless to say, a fine was imposed. The union came to my defense and a reduced fine—two days pay—became my penalty.

I was angry about losing the wages, but I had been indifferent to putting my late minutes into the system. What if I had lost my job (there's those sleepless nights)? I didn't. I learned that, however I felt about my job, I was expected to report on time. And I do.



Training the newest backbones of the union

Two Saturday's in November and it's into the fire for Local 1180's newest shop stewards. What's a steward, what's a contract, what's a grievance, where does health and safety fit in, Weingarten rights, FMLA, labor management meetings all were covered with a lot of on the job training to come.

EXECUTIVE BOARD MEETING MINUTES

AUGUST 19, 2009 (ENDORSEMENT MEETING)

In Attendance: Arthur Cheliotas, Charles Garcia, Gloria Middleton, Alan Goldblatt, Gwen Richardson, Michael Lamb, Gerald Brown, Lenora Smith, Gina Strickland, Hazel Worley

Absent: Linda Jenkins, Bill Henning, Harlan Reid, Clarona Williams

Meeting called to order at 5:30 pm.

● Interviewed 2 additional candidates for New York County District Attorney. Leslie Synder, Richard Aborn

- Interviewed an additional candidate for the 20th District of the New York City Council: S.J. Jung.
- Motions were made and carried to endorse: Richard Aborn for New York County D. A. S. J. Jung for the New York City Council
- Voted a No endorsement for the 51st District of the NY City Council

Next meeting date is September 3, 2009.

Motion was made and carried to adjourn at 7:15 pm.

Respectfully submitted
Gerald Brown

OCTOBER 14, 2009

Call to order: 6:20 pm

Present: Arthur Cheliotas, Linda Jenkins, Gloria Middleton, Gwen Richardson, Gerald Brown, Charles Garcia, Alan Goldblatt, Michael Lamb, Harlan Reid, Gina Strickland, Clarona Williams, Hazel O. Worley

Absent: Bill Henning, Lenora Smith

Guests: Dan Bright, Esq., Robert Ortiz, Chairperson of 1180 Pride

President's Report:

- Arthur reported that the CWA Defense Fund has granted his request for funds to assist in fighting the Mayor's demand for concessions in our health care.
- In order to receive and account for the funds, we need to establish a bank account separate from the Local's bank account. To that end a resolution to establish the New York City Not For Sale Committee (NYCNFS) passed unanimously. The Local will loan NYCNFS \$50,000 to open the account and will be repaid from the CWA grant within 30 days.
- Arthur asked that we be prepared to give as much time as possible to the Thompson campaign. A discussion ensued as to how to best mobilize our members for Thompson.
- Arthur attended a meeting at OLR re. a

voluntary inoculation program in the public schools.

- Arthur informed us that the TWU arbitration award is being challenged in the courts by the MTA.
- Arthur will testify before the Senate Civil Service Committee in his role as Chairman of the MLC Civil Service Committee. The hearings are scheduled for 10:00am, October 21, 2009 at 250 Broadway.
- Arthur, Jerry, Gwen, Venus, Michael, and Harlan will attend the PEC Conference in December.
- Report accepted.

1st Vice President's Report:

- On October 6, 2009 our attorney filed her brief with OCB for the title Customer Information Representative.
- We are looking at the proposed settlement from HHC in the Care Manager-Registered Nurse case.
- We will meet with the Administrative Job Opportunity Specialists, and our attorney on October 22, 2009 re. the salary arbitration.
- Questionnaires were sent to the 400 Administrative Managers re. bargaining, 20 were returned, the main concerns are salary and the loss of managerial flex time.
- The School Construction Authority will hold an exam for the title Manager of Administrative



PERSONAL NOTES

PASSINGS

Our sincere condolences to the family of PAA **Lisa Wilson** of HRA who suffered a major heart attack and passed away on her way home from work on October 20. Lisa started in Food Stamps, then worked in EBT Services, and was last working in Office of Training.

We offer our condolences to ACS Shop Steward **Deborah Brock** and her family on the passing of her mother, Gertrude Brock, on November 17.

Condolences to the family of retired Department of Social Services PAA **Sylvia Kanter** whose husband of 63 years, Abe, died on June 2.

Our deepest condolences to the family of **Joann Canada** of the Department of Transportation on the passing of her father.

Condolences to **Brenda Williamson** of the Department of Finance on the passing of her mother.

Sincere condolences to Shop Steward **Gregory Schwartz** of OATH on the passing of his mother.

SEPTEMBER 3, 2009

In Attendance: Arthur Cheliotas, Michael Lamb, Linda Jenkins, Lenora Smith, Gerald Brown, Gina Strickland, Charles Garcia, Clarona Williams, Alan Goldblatt

Absent: Bill Henning, Harlan Reid, Gloria Middleton, Hazel Worley, Gwen Richardson

Meeting called to order at 6:05 pm.

President's Report

- Arthur attended the weekly meeting with the Thompson campaign and gave us an update. After the Democratic Primary he will request funds from the CWA Defense Fund to assist with mobilization.
- Arthur stated that he will contact DCAS concerning: The reclassification of Administrative Manager positions to other titles as agencies avoid using the Administrative Manager Promotional List.
- The scheduling of the next PAA Test, as the last test has yet to be graded.
- Arthur advised that HHC has mandated that all healthcare workers employed in HHC be immunized for the H1N1 virus.
- Motion was made and carried to accept the President's Report.

First Vice President's Report

- Bargaining questionnaires will be mailed out to Administrative Managers next week.
- Motion was made and carried to accept the First Vice President's Report.

Political Report

- Michael G. Miller candidate in the Special Election on September 15 for the 38th

- Services. It will be an education and experience questionnaire with over 200 questions.
- The Validation Bd. Has completed its process for the PAA test. 17,000 took the test and 11,000 passed.
- After a conversation with us DCAS decided to postpone the promotional PAA test that was scheduled for January 2010. The filing would have been this month.
- The Education Dept. will hold an informational session on November 19, 2009 for our members who can reasonably expect to be promoted from the Administrative Manager list. Training on interviewing skills will begin in January.
- The Education Committee is working on programs to celebrate Martin Luther King's Birthday and Black History Month.
- Linda is recruiting new members for the Education Committee and the Book Club.
- It has been our practice to sponsor 10 young people for the Bus Tour of Black Colleges at a cost of \$225.00 each, Linda moved that we do so again, the motion passed unanimously.
- Report accepted

Secretary's/Treasurer's Report

- Gloria distributed the Profit and Loss budget for the year.
- The TD Bank checking account has a balance of \$974,729.36. The Morgan Stanley Smith Barney account has a balance of \$150,106.26
- Gloria will attend a meeting of the CWA National Equity Committee in Wash. D.C., October 19-23, 2009.
- The Local's Equity Committee has planned a 20 minute program for the March 2010 membership meeting. They are also planning a trip

Assembly District in Queens was interviewed by Gerald Brown, Linda Jenkins, and Gina Strickland on September 2nd. Their recommendation to the board is to endorse.

- Motion was made and carried to endorse Michael G. Miller for the 38th Assembly District.
- In addition, a motion was made and carried to endorse Jon Corzine for Gov. of New Jersey in November. We have roughly 500 members and retirees living in New Jersey.
- Mobilization efforts are in full swing for the Democratic Primary on September 15. Our 2 priorities are John Liu for Comptroller and Bill de Blasio for Public Advocate.

- Motion was made and carried to accept Gerald Brown's political report.

Harlan Reid's Report

- The Local's Summer Youth Employment Program ended August 14 and was a huge success.
- The Local's Annual Picnic at Holiday Hills was attended by 739 adults and 174 children. Liberty Mutual raffled off a bike at the picnic.
- The Arts and Entertainment Committee will explore having the following events: Night of Bowling
Open Mic Night in December
Boat Cruise in 2010.
- Motion was made and carried to accept Harlan Reid's Report.

Next meeting scheduled for October 14, 2009.

Motion was made and carried to adjourn at 7:40 pm.

Respectfully Submitted,
Gerald Brown

to Atlantic City as a fundraiser. The proceeds will be used to adopt a school.

- Report accepted

Jerry reported on the primary winners, and how we will be gearing up for the mayoral election.

Lenora asked that we repeat the contribution that we approved last year to Dr. Bob Lee's "Make the Grade Foundation." The Board approved her request.

Alan informed us of a concert to remember Julius Margolin that will take place this Friday.

Charlie told us that he was reelected to his position as 4th VP of LCLAA.

Clarona informed us of the Women's Committee's Health Fair on October 24, 2009 at 6 Harrison St., from 10:00am to 2:00pm. Clarona plans to participate in the Breast Cancer Walk.

Harlan submitted a written report on the activities of the Committee for Art and Entertainment. He asked the Board to approve an evening of bowling for all of the Locals committees. He also asked for an increase in the budget for the Committee's Children's Poetry Event. His requests were approved.

The meeting adjourned at 8:25pm.

The next meeting is November, 12, 2009.

Submitted by Gwen Richardson,
Recording Secretary

ANNUAL MEMBERSHIP REPORTS
CWA Local 1180 Supplemental Benefit Plans
 For the Year Ended December 31, 2008

Basic Financial Statements

	Members' Annuity Fund	Security Benefits Fund	Retirees Benefits Fund	Legal Benefits Fund	Education Fund
Plan assets:					
Investments	\$38,043,576	\$10,953,770	\$25,591,975	\$23,280	\$63,850
Receivables	657,798	5,533,780	3,053,786	39,144	90,911
Other	8,606	295,278	51,765	2,500	82,654
Total assets	<u>38,709,980</u>	<u>16,782,828</u>	<u>28,697,526</u>	<u>64,924</u>	<u>237,415</u>
Plan liabilities:					
Benefit obligations	0	1,296,464	2,449,962	64,924	19,042
Payables	81,596	203,401	1,159,878	0	304,877
Total liabilities	<u>81,596</u>	<u>1,499,865</u>	<u>3,609,840</u>	<u>64,924</u>	<u>323,919</u>
Plan net assets	<u>\$38,628,384</u>	<u>15,282,963</u>	<u>\$25,087,686</u>	<u>\$ -</u>	<u>\$(86,504)</u>
Plan income:					
Contributions:					
New York City	4,207,050	17,034,914	11,275,620	0	202,467
Participants	0	30,055	12,673	0	0
Other	75,761	0	0	813,708	608,475
Net investment income	(3,970,537)	(3,449,576)	(1,781,279)	97	594
Other income	0	9,142	22,248	0	6,653
Total income	<u>312,274</u>	<u>13,624,535</u>	<u>9,529,262</u>	<u>813,805</u>	<u>818,189</u>
Plan expenses:					
Benefits	1,336,420	14,868,158	11,615,144	800,004	673,070
Administrative	95,640	2,440,143	1,620,682	13,801	108,426
Total expenses	<u>1,432,060</u>	<u>17,308,301</u>	<u>13,235,826</u>	<u>813,805</u>	<u>781,496</u>
Net increase (decrease)	<u>(1,119,786)</u>	<u>(3,683,766)</u>	<u>(3,706,564)</u>	<u>0</u>	<u>36,693</u>
Plan net assets:					
Beginning of year	<u>39,748,170</u>	<u>18,966,729</u>	<u>28,794,250</u>	<u>0</u>	<u>(123,197)</u>
End of year	<u>\$38,628,384</u>	<u>\$15,282,963</u>	<u>\$25,087,686</u>	<u>\$ -</u>	<u>\$(86,504)</u>

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.

A membership meeting to remember



Outgoing Comptroller Bill Thompson and new Comptroller John Liu spoke at Local 1180's membership meeting on November 18, both thanking the members for the work they did in their campaigns. Kris Manzur from the NYS Attorney General's office spoke about the use of credit, debit, and gift cards in the holiday season and the possibilities of abuse by banks and retailers.

CALENDAR

All meetings are held at 6 p.m. at the Local 1180 office at 6 Harrison Street, Manhattan, unless otherwise indicated. (Take the 1 train to Franklin or the A/C/E to Canal.) For more information, committee chairs can be contacted through the union office, 212-226-6565.

January 5 (Tuesday)

Arts & Entertainment Committee
(chair: Harlan Reid)

January 6 (Wednesday)

People with Disabilities Committee
(chair: Alan Goldblatt)

January 7 (Thursday)

Equity Committee
(chair: Gloria Middleton)

January 12 (Tuesday)

Education Committee
(chair: Linda Jenkins)

Women's Committee
(chair: Bernice Selman)

January 13 (Wednesday)

Community Services Committee
(chair: Pat Ruffin)

January 14 (Thursday)

Hispanic Committee
(chair: Venus Williams)

January 21

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

January 27 (Wednesday)

Caribbean Heritage Committee
(chair: Gina Strickland)

LGBT meeting

(chair: Robert Ortiz)

January 28 (Thursday)

32BJ, 101 Ave. of the Americas
General Membership meeting

February 2 (Tuesday)

Arts & Entertainment Committee
(chair: Harlan Reid)

February 3 (Wednesday)

People with Disabilities Committee
(chair: Alan Goldblatt)

February 4 (Thursday)

Equity Committee
(chair: Gloria Middleton)

February 9 (Tuesday)

Education Committee
(chair: Linda Jenkins)

Women's Committee
(chair: Bernice Selman)

February 10 (Wednesday)

Community Services Committee
(chair: Pat Ruffin)

February 11 (Thursday)

Hispanic Committee
(chair: Venus Williams)

February 24 (Wednesday)

Caribbean Heritage Committee
(chair: Gina Strickland)

LGBT Committee

(chair: Robert Ortiz)

February

Membership meeting

Date and place to be announced



Inside Communique

Is Afghanistan
Obama's Vietnam?

2

The Taylor Law: Time
for a change

5

NYC was for sale.
Barely.

4

'City Time' is here

9

The Women's Committee Health Fair offered blood pressure and cholesterol screening, information on breast cancer (before and after), and lessons on cooking healthy.



The committee: (Front) Diane Branch, Jackie Gadsden, Clarona Williams, Dian Duke; (Middle) Sara Wong, Dorothy Wolfe; (Rear) Sherry Johnson-O'Neal, Bernice Selman, Janice Walcott.



Carol Adams of HHC's Woodhull Hospital's cancer center explaining the benefits of different breast implants.



Tetyana Reilly of the Fire Department gets a finger stick to check her cholesterol.