



COMMUNIQUE

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YES WE DID!
How **LABOR** is Changing the Face of
AMERICAN POLITICS

how

LABOR is Changing the AMERICAN PO

The working class was inarguably the ultimate driving force in this year's midterm elections, turning out in droves both in New York and across the country to make sure that union's candidates were elected.

Since the mid 1970s, the labor movement has been traveling a road of uphill battles, marked by some great successes and some tough defeats. But the working class is #unionstrong and that strength was never more prevalent than in the November 2018 election.

"Unions were built out of tough times," said Local 1180 President Gloria Middleton. "We experienced a major defeat this summer with the Janus case, but that didn't bring us down. In reality, it made us a much tighter-knit group and strengthened our resolve to succeed."

Across the country, union members came out in record numbers to back labor-friendly candidates, and do everything in their power to unseat labor's top foes. Middleton said the 2018 midterm election took on an urgency previously unseen anytime in recent history, with the highest voter turnout since before World War I. Since #45 became president, a new wave of political engagement has become evident. Not since the civil rights and anti-war movements has "people power" lead the way for change.

Americans are more civically engaged than they have been in more than 100 years. "Midterm elections proved to be a litmus test. Battleground states and battleground seats played a key role in influencing the direction of politics not only in New York, but across the country. The new blue wave owes a huge debt to the working class who hit the ground with aspirations of asserting a vision of justice, equality and unification," Middleton said.

Just slightly more than 50 percent of eligible voters turned out to cast their ballots in this year's midterms, according to the United States Elections Project. In numbers, that means 118,044,470 votes were cast, placing 40 new Democrats into the White House. Up for grabs were the entire House of Representatives, a third of the Senate, 36 governorships across the country, and many state legislative seats.

"We can definitely attribute this unprecedented turnout to the negativity promoted by #45," Middleton said. "Without realizing it, he certainly motivated the working class to get to the polls. It's safe to say that the anti-Trump movement was the impetus for the record-setting turnout that leaves Democrats now able to veto any new laws that could harm the working class and be a more watchful eye over Washington shenanigans."

2018 saw the highest percentage of midterm voter turnout since 1914, when 50.4 percent of eligible voters went to the polls. The next-highest rate was in the 1966 midterms, when 48.7 percent of eligible voters voted in the midterms. This year far surpassed the low turnout rates in the 2010 and 2014 midterms, the latter of which was only 36.7 percent, the lowest in 72 years, according to Vox.com.

Numbers do tell a story, though. Young adults motivated by social issues and dissatisfied with the Trump administration turned out in record numbers to vote and backed Democratic candidates by historic margins, according to *U.S. News*. Thirty-one percent of voters aged 18 to 29 cast ballots in the 2018 midterm

elections, shattering turnout rates from the past quarter century, according to an estimate by the Center for Information and Research on Civic Learning and Engagement at Tufts University. Estimates claim this year's turnout was at least 10 percent higher than for the 2014 midterms, and these young voters predominantly backed Democrats. Initial exit polls showed that more than two-thirds of voters aged 18 to 29 voted for Democrats in the 2018 election, compared with 32 percent who supported Republican candidates.

This is the exact age range category that is important to target as our next generation of labor leaders. Their values and priorities are in stark contrast to those of our country's current political leaders. As can be seen from the Marjory Stoneman Douglas High School shooting in Florida, when teens coalesce around an issue of importance to them, their channeled activism makes waves — and news.

While voter turnout numbers are the clearest way to measure Americans' political engagement, Middleton said it's equally as important to pay attention to working-class involvement in political organizing, phone banking, canvassing, protesting, contacting elected officials, or even donating money to a campaign. Local 1180 members are a clear example of just how active unions were in the midterms. As the union mobilized its members to help with campaigns this year, an increasing number of members brought their children and grandchildren to help out and get involved.

Under the guidance of Second Vice President and Political Director Gerald Brown and Mobilization Coordinator Helen S. Jarrett, Local 1180 provided ongoing support services for a variety of successful candidates, most notably Letitia James in her bid for New York Attorney General and John Liu, Queens Senator-elect (see pages 6-7).

"It wasn't only this year's midterms that we were working for," Brown said. "Unions have become much more proactive in recent years and are already gearing up for state and federal elections in the next few years. We want to make sure we ride the blue wave from this year as we head into upcoming elections."

It was actual feet on the ground that made all the difference as getting out the vote was driven by conversations between union members at the door, on the phone, and at worksites. "There was more mobilizing this year than I remember in a while. Our members are more motivated and more determined to make change. They know the status quo just won't work," Brown said. "It can't be about the 1%; they can fend for themselves. Labor made it clear that it's not about prioritizing the demands of the elite few."

All that effort certainly paid off, with close to 750 union candidates elected into office. Nevada, Michigan, Minnesota, Illinois, Colorado, Maine, Kansas ... pick a state and it's likely that the labor movement was able to get someone into office. Working people made all the difference in not only getting labor-friendly candidates into office, but removing ones who have proven themselves as anti-labor, such as Scott Walker and Bruce Rauner.

"It's definitely good riddance to the likes of those two," Middleton said in echoing the sentiments of top labor leaders across the country. "Their main goal was to undermine the labor movement and take away rights and benefits we have worked for and earned. Karma is unforgiving and always gets payback. In

By Marci Rosenblum, Communications Director



We need to harness the energy and enthusiasm of labor in the midterm elections and use it to further enhance our standing in politics across the country. Low income voters, young voters, immigrants, and voters of color need to stay involved for our groundswell to continue.

— Gloria Middleton
Local 1180 President

Face of LITICS

this case, labor came together stronger than ever in Wisconsin and Illinois to make sure that the dish of revenge was served cold.”

Many state lawmakers elected this year will still be in office in 2020 when the post-census redrawing of congressional districts begins. Who stays in office and who gets gerrymandered out will have a huge impact on labor’s fight to protect public education and vital public services; to demand safe, gun-free schools; to make higher education affordable; to ensure affordable healthcare for those with pre-existing conditions; and to make America welcoming to all nationalities.

In New York, this election saw a shift of power in the state Senate, previously controlled by Republicans with the slimmest of margins. Post midterm, Democrats now control the entire state, including Governor, Lt. Governor, Attorney General, Comptroller, Senate and Assembly. Even the state’s two Congressional Senators are Democrats. This shift in power is a result of the working people’s cry for change. The election saw a record number of women and minorities sent to Congress.

“We are the middle class. We are black. We are white. We are male. We are female. We are married. We are single. We are young, and we are old. But we all have a common story. We are tired of a corporate-controlled government where only the voice of the 1 percent is heard,” Middleton said. “Even our country’s youth know that if we don’t make change, and make change soon, there will not be a future for them in the working middle class because there won’t be a working middle class.

“We need to harness the energy and enthusiasm of labor in the midterm elections and use it to further enhance our standing in politics across the country. Low income voters, young voters, immigrants, and voters of color need to stay involved for our groundswell to continue,” she said.

Second Vice President Brown said that there is so much on the legislative line for the working class that getting involved and staying involved from the campaign trail all the way to the ballot box was crucial. Abortion rights, education, taxes, social service programs, and of course, labor rights, all have their fates now resting in the hands of those election night victors.

“We need to turn our country around,” Brown said. “The traditional labor structure of previous decades just won’t work any more. We need labor activism from the younger generation, we need to be proactive, not reactive, and most importantly, we need to make America as a whole understand that labor not only fights for itself, but for the entire working population.”

The story of the midterm elections, however, is not really a story. It’s simply one chapter in the history of the labor movement book that sets the tone for future chapters. Politicians who received labor’s support to get into office now have to prove themselves once they take office. If not, they need to remember that those who helped them get elected can just as easily work to get them unelected the next time.

The results of this year’s midterm elections will shape the American political landscape for many years to come. Unions helped make the midterm victories a reality. ■



MEMBERS IN ACTION

A Day of Skill Building



On September 29, a group of 1180 Executive Board members, staff, and public and private sector Shop Stewards joined union activists from all industries and sectors for a day of skill-building workshops, education, and strategy discussions. Local 1180 Staff Representative Lena Solow led a workshop on Turning an Issue into a Campaign. Members and Shop Stewards are encouraged to check out Labor Notes resources online, including a guide to post-Janus organizing, at labornotes.org/openshop and the book *Secrets of a Successful Organizer*. The Union plans to hold similar trainings next year. Pictured are Azmi Haroun, Ramzi Babouder-Matta, Gregory Smith, Robin Blair-Batte, Venus Williams, Renata Peralta, Teesha Foreman, Leslie Fine, Reema Hijazi, Deborah Valentin, Helen S. Jarrett, Debra Paylor, Gina Strickland, Verna Finley, Malika Conner, and Desiree Waters. ■

Brooklyn BCCC Volunteers on Thanksgiving

On Thanksgiving Day 2018, before having dinner with their own families and friends, CWA Local 1180 members from the Brooklyn Community Coordinating Committee (BCCC) volunteered to serve Thanksgiving Dinner to seniors at the Heights and Heels Center in Brooklyn. BCCC Chair Verna Finley said the day was not only rewarding, but truly an honor to be of service to the aging in Brooklyn. Brooklyn BCCC facilitator and Executive Board member Hazel Worley educated members about the importance of being involved in communities and with politicians. "It is important to be of service to organizations in and around Brooklyn that can be our allies when we need to rally around union and/or community issues," Worley said. Finley said that "Thanksgiving Day is an important day for me and my family, but this year I wanted to put volunteering first. Words cannot express the pleasure it was to be of service to the seniors. Our mission of the day was not only to be of service to our seniors, but to make them feel like royalty. We wanted them to know that we honor, appreciate, and respect them for all of their contributions." The volunteers plan to make this an annual event. Missing in pictures is CWA Local member Jackie Ewers was also part of the volunteering team representing CWA Local 1180. ■



Breast Cancer Walk

On Sunday, October 14, Local 1180 members, both male and female, turned out for the Making Strides of Central Park Breast Cancer Walk. Donning bright pink Local 1180 t-shirts, members gathered in the early morning hours for the annual walk that unites communities behind the American Cancer Society's efforts to save lives from breast cancer. Making Strides of Central Park reflects its own community in New York City. Member-At-Large and Women's Committee Chairperson Denise Gilliam and the Women's Committee spearheaded Local 1180's participation that helped raise awareness and funds to save lives from breast cancer. The events raise money to fund innovative research, provide free information and support, and to help people reduce their breast cancer risk or find it early when it's most treatable. From the opening ceremony to the post-walk entertainment, a Making Strides event is a celebration of breast cancer survivors and an opportunity to remember lost loved ones. ■

CWA Local 1180 members (back row) Paula Robinson, Lauren Antoine, and Lorraine Linton. Front row: Kymora Paul (daughter of Amica Benjamin), Verna Finley, Chair of Brooklyn Community Coordinating Committee, Kyma Paul (daughter of Amica Benjamin), and Amica Benjamin. ■





GLORIA MIDDLETON

President

What Goes Around Comes Around in Politics

This year's November election might go down as one of the best for the labor movement both in New York State and across the country.

History was made on many fronts, much of which can be attributed to the strong labor movement and unions who not only supported labor-friendly candidates, but went out daily to pound the pavement and help wherever they could.

Needless to say, New York rocked the vote in the midterm elections. For the first time in recent history, we now have a Democratic majority in both Albany and Washington, D.C. in the House of Representatives. All of New York State's top leaders are now Democrats, the Senate and Assembly are Democratic controlled, and our U.S. Senators in Washington are both Democrats.

But that success, in and of itself quite an accomplishment, is only the tip of the iceberg. Senator Andrea Stewart-Cousins — a black female — who won her unopposed re-election bid, is poised to become the new leader of the New York State Senate now that it's flipped hands to the Dems. If that becomes reality, then she will be one-third of New York's top political trio that meets behind

1180, thanking us for our due diligence that helped propel her to a more than 60 percent win. She also sent a personal text asking me to thank all of you for your support. Of course, she had made history once before as the first black woman elected to citywide office when she became Public Advocate in 2013.

Not only were we working for Tish James, but also for now Senator-elect John Liu. He not only won his race, but he kicked butt on Tuesday! Following his win, Liu also called me to send a thank you message to all our members. He said he will attend an upcoming membership meeting so he can bring his thanks in person.

We were successful in helping elect both James and Liu, as well as many others, because of all the work that was done by our members and our Union political team, headed by Second Vice President and Political Director Gerald Brown and our Mobilization Coordinator Helen Jarrett.

The wins are not limited to just New York State, however. Thanks to #45 and the way he has so successfully divided our country, labor was able to help Democratic candidates nationwide take back government.

Labor's biggest foe, Wisconsin Governor Scott Walker, went down big. He has definitely been public enemy #1 with his anti-union philosophy that took out labor in his state. In Illinois, Gov. Bruce Rauner, who made weakening unions the centerpiece of his agenda, lost his bid for re-election, as did many of the candidates he backed for his state Legislature. For years we have all seen and heard about the tactics both Walker and Rauner have used to destroy labor. As the saying goes, "what goes around comes around," and thanks to the solidarity and stronghold of labor, both of these two politicians are history.

It just doesn't stop there, though. In Michigan, a Democrat won the race by defeating her opponent, a like-minded candidate to the sitting governor who signed union-busting, right-to-work legislation. In Minnesota, progressives beat out the Republican candidates for governor and both Senate seats. In Ohio, the strong labor-friendly candidate won a third term to the U.S. Senate.

I could go on, but there is no need. November's election results are a giant step forward in rebuilding organized labor and allowing us to continue as the voice for working-class people.

We need to continue along the path we have taken to get this far. We must continue the work we are doing to reach out in our own communities, spread the word about what labor stands for, and continue to champion economic opportunity for all regardless of race, gender, religion, or sexual orientation.

Those who have tried to stop us up until now are not going to just sit back and take Tuesday's victories as a final defeat. We have many battles facing us still. We are on the heels of the recent Supreme Court case of Janus v. AFSCME that sought to destroy labor by allowing workers represented by a bargaining unit to not pay dues. Unfortunately, that battle isn't quite over as the Court could agree to hear one of the many similar cases attacking private sector unions. While labor was able to change the make-up of many governments, one body we cannot change is the Supreme Court, which remains in Republican hands due to #45.

As your President, completing my first year in office, I cannot thank you enough for your support, your determination, your willingness to remain strong as a family, and your patience.

We are in the midst of holiday season so I ask that when you are thinking about your family gatherings, parties, and gift-giving, that you also think about those less fortunate and those who cannot be with their families as they are overseas fighting to protect our country. Please consider buying a small gift for a child whose parents can't afford to purchase anything. Or write a letter of thanks and gratitude to our servicemen and women. Volunteer at a food bank, or donate a pair of pajamas to a family in need. There are so many ways of giving back, particularly at this time of year. This is something that Local 1180 prides itself on all year long.

At Local 1180, we all work endlessly to provide a fair and equitable life for our members, our families, and our communities.

From myself and the entire Executive Board and staff of Local 1180, I want to wish you all a happy holiday and a blessed new year. ■

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closed doors to negotiate the state budget. The other two are Assemblyman Carl Heastie, a black Assemblyman — and Governor Andrew Cuomo, who would ultimately be the minority white man in the room. Two black top legislative leaders? I could never have made that up if I tried.

That's not all, though. Letitia "Tish" James, the New York City Public Advocate who proved herself to be a tremendous advocate for labor, cruised to victory over her opponent, thereby making her the first black woman elected as New York State Attorney General.

Local 1180 was one of James' first supporters and worked diligently phone banking, door knocking, leafletting, and so much more. Our members and our staff stood behind her from the get-go, so much so that at her victory speech, she called out Local

MEMBERS IN ACTION

1180 On The Campaign Trail



Local 1180 Staff Representatives Teesha Foreman and Gregory Smith, along with members Earlene Powell and Otissa Dillard, show their support for Governor Cuomo.



Local 1180 Mobilization Coordinator Helen S. Jarrett with Alexandria Ocasio-Cortez, New York's newly-elected Congresswoman.



Election Day at John Liu's HQ: Members Philip Tavada and Sylvia Williams gave it their all to help elect John Liu for Queens Senator.

This year's Labor Day parade was a great way for Local 1180 members to show their support for several candidates running in the midterm elections, including Governor Andrew Cuomo, Attorney General Elect Letitia "Tish" James, and Senator-Elect John Liu from Queens. Local 1180 Second Vice President Gerald Brown said the union started working with labor-friendly candidates well before September, but the parade was a great way for members to don their red shirts and show unified support to other unions and parade spectators. Dozens of Local 1180 members and their families turned out to march in the parade and carry signs. This political support carried through all the way to November's election, as 1180 helped put numerous friends of labor into office.



It Takes a Team: Member Cynthia Parks, Executive Board members Lisa Lloyd and Debra Paylor, and staff member Alfonso Davis all know what it takes to stay involved in the union.



Union Strong: President Gloria Middleton with Sabrina Graves, Deborah Busacco, and the rest of the Local 1180 group marching in this year's Labor Day Parade.

Still Involved with the Union: Former President Arthur Cheliotis marched with the Local 1180 contingent, all showing their support for Governor Andrew Cuomo.





Reaching Out to Buffalo: First Vice President Gina Strickland, Member Norma Rogers, Staff Rep Desiree Waters, and Member-at-Large Lenora Smith phone bank for Tish James, calling voters in Buffalo.



Letitia "Tish" James at her Brooklyn Headquarters: Ava George and Ava Green-Harris, both Shop Stewards at the Department of Environmental Protection, were treated to a break with the candidate herself.



Working Hand-in-Hand: Lilieth Ferguson (Shop Steward, Fire Department) and Campaign Manager Laura Acosta.



Working the Poll Sites: Phillip Tavada (Shop Steward, Housing Preservation Development), at a poll site handing out literature for Senate Candidate John Liu, representing the 11th district.

James' Brooklyn Campaign Headquarters: Loida Martinez (Activist, Housing Preservation Development), Sandra Collymore (Activist, Department of Finance), Faith Aird (Activist, Department of Finance), Cynthia Parks (Activist, Police Department), and Norma Rogers (Activist, Department of Transportation).



Taking a Break from Phonebanking: Local 1180 members volunteered their time for days leading up to Election Day. Debera Tyndall (Shop Steward, Kings County Hospital), Helen S. Jarrett (Mobilization Coordinator) and Retiree Helen Porter.



Team Tish Volunteers: Earlene Powell (Shop Steward, Department of Transportation), Ava George and Ava Green-Harris (Shop Stewards, Department of Environmental Protection), Carol Griffith (Shop Steward, NYC Police Department), Debera Tyndall (Shop Steward, Kings County Hospital), Norma Rogers (Member), Ellice Vessels (Shop Steward, Human Resources Administration), Annie Stevenson-King (Retiree from Human Resources Administration), Helen S. Jarrett (Mobilization Coordinator), and Sharen Valentine (Shop Steward, Human Resources Administration).



Vote for Tish: Local 1180 members Marie Guery (Shop Steward, Department of Finance), Alicia Smith (Human Resources Administration), Annie Stevenson-King (Retiree from Human Resources Administration), and other City union members make phone calls to get voters out to the polls.



Annual Picnic

a **HUGE** Success



CWA Local 1180 members, retirees, their families, and friends turned out for the union's annual BBQ on September 1, 2018, at the famous Holiday Hill in Cheshire, CT. This all-day event was sponsored by the Local and facilitated by Executive Board Member Hazel O. Worley, who said "this year's picnic was unlike any other that I have coordinated in the eight years I have been in charge of the event."

For the first time, Local 1180 dues-paying members had the opportunity to enter a raffle for a variety of prizes. After speaking with several vendors that provide services to the union and agreed to make donations, Worley said the raffle was a way for the union to show appreciation to the members for their dedication and support.

Prizes included a 32" television, gift cards, slow cooker, crock pot, Echo Dot, Fire Stick, copper frying pan, sound bar, Beats headphones, speakers, and tablets. Everything was donated by M3 Technology, TD Bank, Tricomm Creative, The Advance Group, CSEA Local President Jamel Harewood, and Steven T. Schlapp of Gould, Kobrick & Schlapp, P.C. Children were treated to bubbles, donated by President Gloria Middleton and Executive Board members.

In addition to the raffle, there were games, clowns, water activities including kayaking and swimming, great music, and of course, ample food and drink. The excitement displayed on the faces of the kids was priceless.

Local 1180 Retired member Yvonne Williams and her family used the day not only as a union-family reunion, but a personal family reunion as well. Nate Williams, Yvonne's grandson said his family has been coming to the park with the union since he was a kid and this year, five generations of Williams were at the park celebrating together. "I love the convenience the union provides for us to have our reunion here. Grandma, mommy, or none of my aunts have to slave over the stove preparing food," he said. "Me and the men in the family do not have to spend the day over the grill to make our day as memorable as this park does for us. It is remarkable as I reflect on this annual event to realize that we have been joining CWA Local 1180 since the inception of this trip and it just gets better year after year."

Worley said that when one union member came to buy her tickets for the BBQ, she talked about her need for backpacks and school supplies for her children as the family had just lost everything in a fire. Hearing her story and remembering the news story on the fire, Worley immediately reached out to Executive Board member Venus Williams who was organizing the backpack collection. The union sprang into action and President Middleton presented





the member with backpacks for her children who were about to start the school year. The member thanked the union for its generosity and kindness. "In this world you never know where your blessings may come from and I am happy that I am in a union that is so supportive. I've been coming on this trip with the union since I was a kid and to have this opportunity to meet our president and receive backpacks completely filled with school supplies for my three kids is truly awesome. To learn that the bags and school supplies were donated by my fellow union brothers and sisters is even more amazing," she said.

Worley thanked all 1180 Shop Stewards, union representatives, Officers, and the Executive Board for their help and support with the special day. Kudos also go to faithful and dedicated bus captains Denise Gibson, Carol Griffith, Kerri McManhan, Marilynn Gipson, Darlene Scott, Patti Jacobs, Donna Hill-Young, Debera Tyndall, Bruce Smith, Daresse Frierson, Tracie Harrington, Crystal Baker-Barnes, Virginia Johnson-Conway, Tiffany Williams, Regina Kelly, Nettie Grandison, Alisa King, Sherry Davis, Louise Abney, Executive Board Members Hilary Bloomfield, Debra Paylor, Denise Gilliam, Helen S. Jarrett, and Lenora Smith, and Retiree Josephine Artis and Staff member Jennifer Callender.

"I can't thank everyone enough for a job well done," Worley said. A special thank you goes to the Local 1180 support staff and newly hired General Service Staff member Clint John for making the day such a pleasurable one. It would not have been successful without the dedication and teamwork from everyone involved. ■



Save the Date: 2019 Picnic — August 31



Civil Service

Q: I just got promoted and want to know how long is the probationary period before I become permanent in the title?

A: The probationary period is one year for competitive class employees and six months for non-competitive class employees. Employees should be aware that the probationary period could be extended by the number of days the probationer takes off from work i.e., sick leave, annual leave, leave without pay, etc. Employees should also know that no probationary period is required if the appointment to a position is temporary or provisional. However, when you become certified in the title, you may have to serve a probation at that time.

Q: I just received notification that I have to meet with the Conflict of Interest Board (COIB). What is the COIB?

A: The COIB is an independent body whose five members are appointed by the Mayor with consent from the City Council. The COIB was established in 1990 under Chapter 68 of the City Charter, and ensures that civil servants protect the integrity and public trust in their decisions by adhering to the Conflicts of Interest Law. The COIB also makes sure that City workers act impartially and perform their jobs honorably, maintaining the basic codes of ethics established for all public servants.

NOTE: Here are some of the most common violations investigated by the COIB: Accepting gifts, entertainment, meals, tips and travel; misusing city position for a private advantage; using confidential information for private purpose; receiving income from second jobs, your own business and investments; volunteering for non-profit organizations; engaging in political activities; personal use of City property; and leaving City service — violating the post-employment restriction.

QUESTIONS CONCERNING PROVISIONAL STATUS:

Q: As a provisional employee, what are my rights if there is no civil service list for my title?

A: A provisional employee with two years of service has the contractual right to due process.

Q: As a provisional employee, what are my rights when there is a civil service list for my title and I am not on the list?

A: If the employee is a step-up provisional (permanent status in a lower title that promotes to the provisional title), he/she would be returned to their permanent title. If the employee is a pure provisional (no permanent status), he/she could be terminated.

MY EXPERIENCE as a CWA Local 1180 Intern

My name is Sam Montgomery. I am from Blacksburg, VA, and I recently graduated from Virginia Tech with a degree in political science and history. At the end of high school and throughout college, I worked at a Kroger Grocery Store and was a member of the United Food and Commercial Workers Local 400. During my senior year of college, one of my professors introduced me to the Union Semester at the CUNY School of Labor and Urban Studies. After researching the program, I decided it would be the perfect opportunity for me to gain hands-on experience interning with a labor union while also gaining an educational background in labor history and contemporary Labor issues.

At the beginning of the fall semester, every student participating in the Union Semester interviews with different labor unions and worker organizations across New York City. Prior to interviewing, the work plan provided by Vice President Gina Strickland and Mobilizing Coordinator Helen S. Jarrett drew my attention because it focused on organizing projects established to fight back against the *Janus v. AFSCME* decision. Coming from a union in a right-to-work state, I thought this would be the perfect opportunity to learn more about labor organizing in an open shop context. After interviewing and hearing more about the internship, I was excited to hear I had been placed with Local 1180.

Throughout the semester, I have been able to participate in phone banking, site visits, borough committee meetings, and attend the Labor Day and African American Day parades. I have also been able to observe a Membership Defense Training session, become involved with the Membership Brigade, and go to collective bargaining sessions for private sector shops. Through my experience with CWA Local 1180, I have learned a lot about the importance of mobilizing and organizing rank-and-file members, while also seeing the ways in which 1180 is active in fighting for different issues across communities. I have enjoyed getting to know the staff and members at CWA Local 1180, and have learned so much from everyone with whom I have come into contact.

Seeing the ways in which this union has directly impacted the lives of Local 1180 members has also taught me about the importance of being in a union. Prior to interning with Local 1180, I was unaware that some labor unions provide educational benefits to members that allow them to earn college credit for free. Having been in classes with members of Local 1180, and hearing from members about how the educational benefits allowed them to earn an undergraduate or graduate degree, changed the way that I think about what a labor union can be. Hearing about other opportunities for 1180 members, such as classes for members to gain skills and advance in their careers, trainings to become a Community Board member, and seminars to prepare members for retirement, has also helped me to be aware of the different ways in which being a member of a union can



directly benefit our lives as working people. These opportunities have opened my eyes to the ways in which being an active union member allows us to be able to have a direct impact in our workplaces and communities.

After this semester, I plan on going back to Virginia and rejoining UFCW Local 400. Seeing the projects that CWA Local 1180 has established in response to the *Janus v. AFSCME* decision, has inspired me to become more involved in my union to gain power in a right-to-work state. I cannot say enough about how helpful and welcoming everyone at 1180 has been, and I am extremely grateful to have had this opportunity. When I return to Virginia, I hope to put everything I have learned during my time here into practice, and to fight for justice in the same ways that CWA Local 1180 has done, and continues to do. ■



GINA STRICKLAND

First Vice President

Call The Union – and Don't Speak Until You Do

Several months ago, one of our members contacted the union about a problem she was having at work. The real problem, however, was that she didn't contact the union soon enough. It was only after she was fired that she reached out to her Staff Representative. At this point, the union was already behind the eight ball.

We stepped in immediately and gathered all the background materials and pertinent facts. We spoke with the member in great detail and reached out to HR to get their take as well. While doing our research, however, we ran across several situations that someone at that work site should have notified us of, including the fact that our members were doing work out of the specs of the contract. In this situation, it was this out-of-title work that ultimately led to the member's being let go.

If this discussion could in any way lead to my being disciplined or discharged, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.

Could any of this have been avoided? No guarantee; but what I can tell you is that if the union doesn't know something is amiss, then we definitely cannot fix it. As a local, we represent more than 9,000 active working members spread across the five boroughs and beyond. We have Shop Stewards as our eyes and ears in the work place. We have Staff Representatives in the office who are each assigned to cover specific work sites. We have an Executive Board and Officers. But even with all these people to help resolve problems, we count on the membership to let us know there is a problem in the first place.

We have a grievance procedure in place for a reason. And while we can always go to arbitration, it's definitely much easier to try and resolve member issues long before they escalate from a molehill into a mountain.

In this particular case, had we known that our members were being instructed to perform out-of-title work, we could have stepped in much earlier and put an end to it. That would have prevented the problem that ultimately led to our member being let go. While we are always willing to help members get their jobs back, if the situation arises, not everyone wants to return to a job where they know that management will be watching them under a microscope.

As union leaders, we talk about the grievance procedure often. We let members know their rights and what representation they are entitled to. What's most important to remember though if you ever find yourself being called in by management, is that you are covered by the Weingarten Rights.

Weingarten rights guarantee an employee the right to union representation during an investigatory interview. These rights, which were established by the Supreme Court in a 1975 case, must be claimed by the employee. Management has zero obligation to inform employees that they are entitled to union representation, and in fact, it would behoove them not to.

Just what is an investigatory interview? It is when a supervisor questions employees in order to obtain any information that could be used as a basis for discipline, or when they are asked to defend their conduct in a particular situation. If employees have a reasonable belief that discipline or discharge may result from anything they say, they should immediately ask for union representation and refrain my answering any questions or giving out any sort of information.

When an investigatory interview occurs, the following rules apply:

Rule 1: You must make a clear request for union representation before or during the interview. You cannot be punished for making this request.

Rule 2: After you have made your request for union representation, your supervisor has three options.

- Grant your request and delay the interview until our union representative arrives and has a chance to consult privately with you;
- Deny your request and end the interview immediately; or
- Give you a choice of having the interview without representation or ending the interview

Rule 3: If your supervisor denies your request for union representation and continues to ask questions, this is considered an unfair labor practice and you have a right to refuse to answer all questions. You cannot be disciplined for refusing, but you are required to sit in the meeting until your supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

Your union representative has specific rights as well under the Weingarten rules that are meant to help employees. They have been trained in how to ask your supervisor about the subject matter of the interview, take the

employee aside for a private conference before questioning begins, and speak during the interview. They know how and when to request that the supervisor clarify a question and can give you advice on how to answer a question.

If you find yourself ever being called in for a meeting with your supervisor about anything that could lead to your termination or reprimand, **STOP** before you even start to speak. And by all means, never, and I mean never, admit a mistake or error even if you made one. If you are unsure about how to handle the situation or what to say, then do nothing and say nothing. We are all human, and making a mistake can happen. We can help minimize the fallout, but only if we know about it in the first place.

In this post-Janus era, when so many are working to undermine unions, you never know who is truly on your side. Management, however, is not your friend. They will be the first to praise you for good work, and the first to turn on you for a simple mistake. While our mothers all taught us to say "I'm sorry" when we have done something wrong, saying "I'm sorry" to your supervisor could be considered an admission of guilt.

Bottom line is this. When in doubt, invoke your Weingarten Rights and call the union immediately. You have everything to gain, and nothing to lose.

As we close out 2018, I would like to thank the entire membership of actives and retirees for all your continued support. We faced some serious attacks in the last 12 months. Yet, you all stood with us and supported our decisions. Local 1180 members individually are strong, but as a team, we are even stronger. I am proud to be a part of the Local 1180 family.

I would like to wish you and your families a very happy and health holiday season no matter what you celebrate. This time of year gives us all the perfect opportunity to reflect on our blessings and seek out ways to make life better for those around us. ■

PRIVATE SECTOR SHOPS

STORYCORPS WORKERS CONTINUE THE FIGHT

Workers at StoryCorps have been bargaining for their first contract for more than a year. Sick of management inaction, the workers have been hard at work making sure management knows that they're united and willing to fight for a fair contract.

GALA PICKET

On October 23, 2018, StoryCorps members led a picket outside their organization's annual fundraising gala. As donors walked up to the event, they were greeted by fliers and a strong picket, chanting, "Dave and Robin hear our call! Two percent is way too small!" and "What's disgusting? Union-busting! What's outrageous? StoryCorps wages!"

StoryCorps staff were joined by former staff members, 1180 private and public sector Shop Stewards, 1180 President Emeritus Arthur Cheliotis, as well as union allies from Newsguild-CWA, the National Association of Broadcast Employees and Technicians-CWA, Writers Guild of America, East (including Thrillist Union, The New Yorker, Sesame Street, Gizmodo), UAW 2865, UAW 2110, UFT, DC37, RWDSU, CUNY Law Labor Coalition, and the Democratic Socialists of America.



WORKERS WALK OUT

After the gala action, management made some movement at the bargaining table. But their proposals on wages, healthcare, and retirement are still not enough to make this work sustainable. To show their commitment to a fair contract and frustration with the pace of negotiations, workers organized a walkout. They read the statement below to Robin Sparkman, StoryCorps CEO, and then left the office (or their remote locations, where workers joined via social media in their union t-shirts):

We, the workers of the StoryCorps Union, did not unionize to maintain the status quo. We demand higher wages for all of us, better quality and more affordable health care, and guaranteed retirement funds. We demand meaningful proposals from management – proposals that will make StoryCorps a more equitable and sustainable place to work. That's why we're walking out today as a group and choosing to take a 15-minute break together now.

To support StoryCorps, follow them on Twitter @StoryCorpsUnion, Facebook /storycorpunion, or email Dave Isay (disay@storycorps.org) or Robin Sparkman (rsparkman@storycorps.org), StoryCorps' founder and CEO, to let them know you support the workers in their fight for a fair contract. ■



UNIT ROUNDUP



ASPCA KICKS OFF BARGAINING FOR A NEW CONTRACT

ASPCA has a unit of 12 veterinarians who care for animals from around the City. These vets are bargaining for a new contract that gives them, among other things, equity in wages across the unit, fair vacation policy, and good professional development. Their Shop Stewards, Dr. Danielle Delfino and Dr. Melanie Glass, (pictured) are hard at work fighting for their members! ■

OSF WELCOME

On October 10, 2018, members of the executive board gathered with nonprofit members to welcome our newest 1180 members from Open Society Foundations. CWA Local 1180 President Gloria Middleton, First Vice President Gina Strickland (pictured at right in blue) and the rest of the Executive Board spoke to let the OSF staff know they're now part of the CWA family. ■



AMNESTY INTERNATIONAL ALL TOGETHER

Amnesty International Shop Stewards work in Washington, DC, New York, and Chicago, so they took advantage of everyone being in DC this month to do a training with Staff Representative Lena Solow. Stewards have been hard at work advocating for fair promotion policies and involving members in their fight to keep healthcare costs low. They're committed to staying CWA strong. Pictured are Carolina Rivadeneira, Prachi Rao, and Emily Walsh. ■

OUR TEAM

NONPROFIT SHOP STEWARDS

ALIGN

Malika Conner

Amnesty International

Prachi Rao
Carolina Rivadeneira
Kristen Velloza
Emily Walsh

ASPCA

Danielle Delfino
Melanie Glass

Human Rights First

Eric Helms
Christopher Plummer
Patricia Stottle

Human Rights Watch

Ava Ahmadbeigi
Jessica Chiang
Ariella Hohl
Racqueal Legerwood
Aditi Shetty

Javits Center

Jose Martinez
Philip Slattery

Nation Institute

Alissa Figueora
Yasmina Price

Open Society Foundations

Ramzi Babouder-Matta
Ernesto Alejandro Espin
Zachary Gioia
Anuja Gopalan
Azmi Haroun
Renata Peralta
Farah Wilson

Planned Parenthood

Elizabeth Butler
Davonte Elmore
Tonya Moorner
Daisy Valdez

The Century Foundation

Sam Adler-Bell
Kimberly Quick

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
lsolow@cwa1180.org

NONPROFIT ORGANIZER

Leslie Fine
lfine@cwa1180.org

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

July 25, 2018

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

Executive Board Members in Attendance:

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

Members-at-Large: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Minutes of the June 28, 2018 meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Gloria Middleton discussed NewchoiceNY.com that obtained union members' Agency e-mail addresses. Under no circumstances should this or any other company be granted access to New York City employees' information. CWA District 1 attorney reached out to the NYC Office of Labor Relations (OLR), as well as DC37 Executive Director Henry Garrido and the New York City Law Department, to intervene. Henry Garrido was successful at blocking NY-Choice from obtaining e-mails addresses from New York City employees.

President Middleton also discussed the Administrative Manager EEO settlement. The City filed a motion to dismiss the plaintiffs from New York City Housing Authority. On Monday, July 30, 2018, there will be oral arguments on the City's motion in front of Magistrate Stewart Aaron. We are confident that the Judge will rule in the Union's favor. We will reconvene the Administrative Manager Bargaining committee on August 7, 2018, in order to lay out the settlement and vote on the next steps. We will also meet with the PAA et al Bargaining Committee to review the Memorandum of Understanding.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

July 6, 2018 — Held a conference call with Yetta Kurland Esq, CWA Local 1180's attorney, to discuss the Administrative Manager EEO Settlement.

July 9–July 11, 2018 — Attended the CWA District 1 Conference. CWA Local 1180 won the CWA Strong Award for obtaining the highest member density with signed dues cards.

July 12, 2018 — Met with New York City Central Labor Council (CLC) President Vincent Alvarez and Vice President Brendan Griffith to discuss the next steps after the Janus decision. President Middleton advised that she was asked to be a panel speaker at the upcoming Janus Education Forum hosted by the NYCCLC on July 26, 2018. The panel will focus on the legal ramifications of the Janus decision. Additionally, the CLC partnered with the Murphy Institute at CUNY and the Worker Institute at Cornell ILR to conduct a series of six workshops at the Worker Institute at Cornell ILR beginning in August that will focus on the fundamental skills and strategies necessary to strengthen our unions. Locals are encouraged to send participants to these workshops.

July 13, 2018 — Met with Steven Banks, Commissioner of the New York City Human Resources Administration/Department of Social Services (HRA), accompanied by First Vice President Gina Strickland and Second Vice President Gerald Brown to discuss movement of the Administrative Managers list. Also discussed was the inappropriate usage of the "community titles" over CWA 1180 titles.

July 16, 2018 —Held a conference call with Kathy C. Hochul, Lt. Governor of New York State, who is seeking support from CWA Local 1180.

July 17, 2018 — Met with Marci Rosenblum in order to prepare for the first CWA Local 1180 Town Hall meeting that will be broadcast live

on Facebook. That afternoon, she chaired the weekly staff meeting.

July 18, 2018 — Attended the Bronx Democratic Annual Dinner.

July 19, 2018 — Held a conference call with CWA Local 1180 Pharmaceutical Benefits Manager (PBM) American Health Care (AHC) to discuss the recent acquisition by Maxon. For now, AHC will remain CWA Local 1180's PBM. The concern is that AHC uses Costco for prescription mail order, while Maxon uses their own mail order pharmacy for participating members. We will have further discussions with AHC once the merger has been finalized.

July 23, 2018 — Met with the CWA Local 1180 Retiree Membership Brigade Staff members and Staff Representatives to discuss future training for Shop Stewards post Janus.

July 24, 2018 — Held a consultants meeting with the Advance Group. That afternoon, she chaired the weekly staff meeting.

July 25, 2018 — Held a conference call with Janella Hinds, NYCCLC Secretary Treasurer to discuss the next day's Janus Education Training. That evening, she chaired the CWA Local 1180 Executive Board Meeting.

President Middleton announced one of the Staff Representatives returned to her Agency. CWA Local 1180 typically hires and selects Staff Representatives by recruitment of Stewards. President Middleton recommended to place a motion on the table to change the current hiring procedure by selecting qualified candidates who have taken and passed the Leadership Development Class. Executive Board members would also be invited to attend these classes. The next round of students for the Leadership Class will come from the Murphy Institute graduates. Further discussions ensued. A motion was duly made, seconded, and carried 11 yeas and 2 nays (Gerald Brown and Lisa Lloyd) with explanation to select candidates off the Leadership Development Class. If no candidate is selected from the Leadership Development Class, the notice will be open to Shop Stewards.

President Middleton distributed and discussed the status report dated July 1, 2018, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also presented the July 23, 2018, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

June 29, 2018 — Attended the HRA Home Care Services Home Care Employee Recognition Ceremony. She congratulated staff and presented CWA Local 1180 certificates for members who have reached their 10, 20, 30, and 40 years of service with the City of New York. Shop Steward Alicia Smith took Strickland to meet with members on all seven floors.

July 2, 2018 — Held monthly conference call with Amy Young, Esq., CWA District 1 Attorney, for updates on CWA Local 1180 outstanding cases.

July 9–11, 2018 — Attended CWA District 1 Conference in New Jersey. She attended various workshops on Health & Safety Workplace Violence.

July 13, 2018 — Attended HRA OCCS Employee Recognition ceremony and congratulated the honorees.

July 16, 2018 — Held a conference call with Staff Representative and member concerning member's termination.

July 17, 2018 — Met with Staff Representatives to follow up on member surveys collected by the Retired Membership Brigade.

July 18, 2018 — Discussed several open cases with Staff Representatives.

July 19, 2018 — Participated in Trustees conference call discussing the impact of an outside firm acquiring one of our providers.

July 23, 2018 — Attended a meeting with President Gloria Middleton, Staff Representatives Desiree Waters and Lena Solow, CWA Local 1180 Organizer Leslie Fine, and Legislative Coordinator John T. O'Malley to develop a new training model for Stewards and Activists in the "Post Janus" era.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of June 2018:

Activity	June
Agency walk-throughs	2
Command Disciplines (CD)	5
EEO Investigation/Interview	2
G.O. 15 – NYPD	1
Hearing Preparations	5
Hearings	2
Investigative Hearings	5
Labor Management Meeting	12
OATH	2
Off-Site Member Meetings	11
Supervisory Conference	3
Site Member Meetings	16
Walk-Ins	2
Appointments	6
E-mails	109
Telephone calls received	317

Site Meetings for June 2018

NYC Department of Probation (DOP)
33 Beaver Street, Manhattan

NYC Department of Education (DOE)
44-36 Vernon Blvd., Queens

NYC Department of Education
28-11 Queens Plaza North, Queens

Human Resource Administration (HRA)
150 Greenwich Street, Manhattan

NYC HRA Info Line
505 Clermont Avenue, Brooklyn

H+H Harlem Hospital
506 Lenox Avenue, Manhattan

H+H Coler Goldwater Specialty Hospital
900 Main Street, Roosevelt Island

HRA
150 Greenwich Street, Manhattan

NYC Department of Transportation (DOT)
34-02 Queens Blvd., Long Island City

HRA F-43 & F-53
32-20 Northern Blvd., Long Island City

NYC Housing Authority (NYCHA)
90 Church Street, Manhattan

H+H Henry J. Carter Specialty Hospital
1752 Park Avenue, Manhattan

NYC HRA Dept. of Homeless Services (NYCHS)
33 Beaver Street, Manhattan

NYCHS
151 E. 151st Street, Bronx

NYC Police Department (NYPD)
1 Police Plaza, Manhattan

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

Second Vice President's Report

CWA Local 1180 will conduct candidate screening for the New York State Assembly on Saturday, August 4, 2018, from 1:00 p.m. – 4:00 p.m. The NYS Assembly Districts to be interviewed are:
Assembly District 46 in Brooklyn
Assembly District 61 on Staten Island
Assembly District 87 in the Bronx

CWA District 1 will conduct endorsement interviews on Wednesday, August 1, 2018, for the New York State Legislature. CWA Local 1180 will participate in that event.

CWA District 1 will coordinate the activities for CWA locals in the AFL-CIO Labor Day Parade on 5th Avenue on Saturday, September 8, 2018.

CWA Local 1180 will join CWA District 1 for a celebration of the African American Culture at

the African American Day Parade in Harlem on Sunday, September 16, 2018.

A motion was made, recorded, and duly carried to endorse Kathy Hochul for Lt. Governor for the State of New York.

Local 1180's four statewide endorsements for the September 13, 2018, Primary are Andrew Cuomo for Governor, Kathy Hochul for Lt. Governor, Tish James for Attorney General, and Thomas DiNapoli for Comptroller.

CWA Local 1180 will participate in the CWA National Minority Caucus meeting on August 11, 2018.

On Friday, July 13, 2018, attended a meeting with HRA Commissioner Steve Banks and his executive staff in reference to the movement of the Administrative Manager Promotional List at HRA. In addition, discussed the growing use of non-competitive titles at HRA. President Gloria Middleton and First Vice President Gina Strickland were also in attendance.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for May 2018. She advised that the T.D. checking account has a balance of \$494,808.12 as of C.O.B July 25, 2018.

Secretary-Treasurer Blair-Batte announced that Letitia "Tish" James will not be the guest speaker at the upcoming CWA Local 1180 Town Hall meeting. James had to attend an important debate at the same time. NYC Councilman I. Daneek Miller accepted the invitation to be the special guest speaker.

Secretary-Treasurer Blair-Batte reported 70 new members were acquired in June 2018.

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

Members-at-Large Reports and Announcements

Lenora Smith announced that the DEP Employee Recognition Ceremony will be held on October 10, 2018.

Venus Colon-Williams announced the CWA Local 1180 AFL-CIO Hispanic Committee Back to School Backpack Drive has begun. All supplies and backpacks are now being accepted until August 31, 2018.

Hazel O. Worley announced that the CWA Local 1180 Family & Friends Fun Day tickets went on sale July 11, 2018, and must be purchased by Friday, August 17, 2018.

Denise Gilliam announced the preparation for the CWA Local 1180 Women's Committee Pink and White Affair being on August 25, 2018, at the Dwyer Cultural Center located at 258 St. Nicholas Avenue are well on their way. It will be a great event.

Next meeting of the Executive Board will be August 28, 2018.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

August 28, 2018

Meeting called to order at 6:20 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lourdes Acevedo, Recording Secretary.

Members-at-Large: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Secretary-Treasurer Robin Blair-Batte and Member-at-Large Gregory Smith

Minutes of the July 25, 2018, meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Gloria Middleton discussed the proposed Administrative Manager EEO settlement. The City filed a motion to dismiss the plaintiffs from New York City Housing Authority. On Monday, July 30, 2018, there will be oral arguments on the City's motion in front of Magistrate Stewart Aaron. We will reconvene the Administrative Manager Bargaining Committee on August 7, 2018, in order to lay out the proposed settlement and vote on the next steps. We will also meet with the PAA et al Bargaining Committee on the same day to review the Memorandum of Understanding.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

July 26, 2018 — Was a panel speaker in the Janus Education Forum and Training held at the CUNY Murphy Institute.

July 30, 2018 — Attended the motion to dismiss hearing filed by the City of New York regarding omitting NYC Housing Authority Employees from the EEO case. That afternoon, she attended a Town Hall trial run for CWA Local 1180's first Town Hall meeting.

July 31, 2018 — Judge Schofield ruled in 1180's favor to include NYC Housing employees.

July 31, 2018 — Chaired the weekly CWA Local 1180 staff meeting. Later that day, she held a conference call regarding her participation in the upcoming CWA Strong Panel discussion at the Minority Caucus Human Rights Conference.

August 1, 2018 — Attended a Town Hall rehearsal.

August 2, 2018 — Held the first CWA Local 1180 Town Hall meeting broadcast live on Facebook. CWA Local 1180 members participated in the discussion either as an audience member or via submitting questions on Facebook. The event was well received and the members would like the Local to conduct additional Town Hall meetings in the future.

August 3, 2018 — Met with Kevin Lynch to discuss his role with the private sector bargaining units.

August 7, 2018 — Chaired the CWA Local 1180 weekly staff meeting. That evening, met with the CWA Administrative Manager Bargaining Committee followed by the PAA et al Bargaining Committee.

August 8, 2018 — Chaired the CWA Local 1180 Trustees meeting.

August 9, 2018 — Met with Barbara Terrelonge, Director of Quality of Work Life at DC37, to discuss the post Janus decision moving forward.

August 11-16, 2018 — Attended the 2018 CWA Strong Minority Caucus/Human Rights Conference. On Monday, August 13, 2018, she sat on a panel where she was a guest speaker to discuss post Janus with other guest speakers. At the end of the discussion, President Middleton was presented with a CWA Human Rights Award for her years of dedicated service. She was humbled and graciously accepted the

award. She gave a special thank you to Hazel O. Worley for working with the committee on her introduction and submitting her bio. Overall, the conference covered sexual harassment, criminal justice system, and prison reform, etc.

August 21, 2018 — Attended the 2018 AFL-CIO COPE Convention. It was a delegation of red in solidarity with CWA.

August 22, 2018 — Met with Council Member Rory Lancman who is running for Queens District Attorney in 2019.

August 23, 2018 — Met with Richard Winsten, Local 1180's Albany Lobbyist, regarding one-on-one lobbying in Albany. That afternoon, held a CWA Local 1180 website development meeting.

August 27, 2018 — Met with Fund Consultant Allen Brawer, Policy Research Group, to discuss upcoming bargaining negotiations for our contract with the City. We are preparing a Memorandum of Understanding to get bargaining started.

August 28, 2018 — Held a consultants meeting with the Advance Group, chaired the weekly staff meeting, and chaired the monthly Executive Board meeting.

President Middleton distributed and discussed the status report dated August 1, 2018, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also presented the August 27, 2018 monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

President Middleton announced that the T.D. checking account has a balance of \$347,234.53 as of C.O.B August 28, 2018. CWA National has been slow to send allocated dues to the Local. She also announced that there will be an Administrative Manager meeting on Tuesday September 4, 2018. There are three parts to the EEO settlement: Title 7 award based on how long in the title; Stepping procedure for Administrative Managers; and Administrative Managers will now participate in the Annuity Fund going back to 2013.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

July 25, 2018 — Accompanied President Middleton and Staff Representative Venus Colon-Williams to a meet-and-greet at the Met with Council Member Rory Lancman who is seeking support in his run for Queens District Attorney. Later that day she met with FDNY Labor Relations to discuss issues and concerns to our members. We thanked the FDNY for exhausting their Administrative Manager promotional list with appointments of our members. Also discussed was our educational programs and our willingness to work with the Agency on their needs.

August 3, 2018 — Met with President Middleton and Kevin Lynch to discuss his role in the private sector bargaining units.

August 6, 2018 — Held monthly conference call with Amy Young, Esq. CWA District 1 Attorney, for updates on CWA Local 1180 outstanding cases. She also discussed transitioning of legal representation from District 1 office.

August 7, 2018 — Attended the PAA et al Bargaining Committee meeting to discuss upcoming contract negotiations. Also discussed the proposed Administrative Manager EEO settlement.

August 8, 2018 — Attended the CWA Local 1180 Trustees meeting.

August 11-16, 2018 — Attended the CWA Minority Caucus and the CWA National Human Rights Conference.

August 18, 2018 — Was accompanied by Member-at-Large Hazel O. Worley to congratulate Shop Steward Denise Paul for 34 years of City service at her retirement party.

August 21, 2018 — Attended the 2018 COPE Convention.

August 22, 2018 — Attended funeral for Stephen Ferrer, former Organizer and Exam Prep Trainer for CWA Local 1180.

August 28, 2018 — Attended weekly staff meeting.

Strickland reported the following Staff Representative activity for July 2018:

Activity	July
Agency walk-throughs	1
Command Disciplines (CD)	1
EEO Investigation/Interview	5
G.O. 15 – NYPD	1
Hearing Preparations	5
Hearings	7
Labor Management Meeting	3
OATH	4
Off-Site Member Meetings	5
Supervisory Conference	59
Site Member Meetings	14
Walk-Ins	3
Appointments	4
E-mails	163
Telephone calls received	317

Site Meetings for July 2018

NYC Department of Buildings (DOB)
280 Broadway, Manhattan

H+H Jacobi Hospital
1400 Pelham Parkway, Bronx

Human Resource Administration (HRA)
SNAP #21 Job Center #66
2865 W. 8th Street, Brooklyn

HRA SNAP #22
2865 W. 8th Street, Brooklyn

Housing Preservation and Development (HPD)
100 Gold Street, Manhattan

NYC Department of Transportation (DOT)
59 Maiden Lane, Manhattan

H+H Metropolitan Hospital
1901 First Avenue, Manhattan

HRA Info line
150 Greenwich Street, Manhattan

NYC Dept. of Health & Mental Hygiene
135 Canal Street, Staten Island

NYC Office of Administrative Trials and Hearings
100 Church Street, Manhattan

NYC DOHMH
1309 Fulton Street, Bronx

H+H North Central Bronx Hospital
3424 Kossuth Avenue, Bronx

H+H Lincoln Hospital
234 E. 149th Street, Bronx

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

August 2, 2018 — Attended the very first Town Hall Meeting sponsored by CWA Local 1180, which had a live audience and was also live on Facebook.

August 4, 2018 — Coordinated candidate screening for open seats in the NYS Assembly. The entire membership of Local 1180 was invited to participate in the screening. Candidates were interviewed from three Assembly Districts: the 46th in Brooklyn, the 61st on Staten Island, and the 87th in the Bronx. Members participating in the event will make endorsement recommendations to the Executive Board.

August 7, 2018 — Participated in the Administrative Manager and the PAA et al Bargaining committees.

August 10, 2018 — Attended the annual meeting of the CWA Minority Caucus.

August 13, 2018 — Attended the CWA Human Rights Conference.

August 21, 2018 — Attended the one-day NYS AFL-CIO COPE Endorsement Conference in New York City.

August 23, 2018 — Attended the monthly meeting of the NYC Central Labor Council's Political Directors. Also attended a session at the Murphy Institute with advisors to analyze how Local 1180 students are doing in the program.

August 25, 2018 — Attended the Pink and White Affair organized by the CWA Local 1180 Women's Committee.

Second Vice President Brown distributed the Quarterly Provisional Report from DCAS for period ending 5/31/18 highlighting Local 1180's three titles: Administrative Manager, Principal Administrative Associate, and Computer Associate Technical Support.

Second Vice President Brown discussed the need for Local 1180 to be represented at meetings of the Civil Service Merit Council. He will reach out to Staff Representatives and the Executive Board for volunteers.

Motions were made for endorsements as follows:

NYS Assembly

- Brooklyn's 46th A.D., Etho Lustig-Elgrably
- S.I.'s 61st A.D., Patricia Kane
- Bronx 87th A.D., Karines Reyes

NYS Senate Districts in Long Island

- 5th S.D., James Gaughram
- 7th S.D., Anne Kaplan
- 8th S.D., John Brooks

NYS Senate Districts in the Hudson Valley

- 39th S.D., James Skoufis
- 41st S.D., Karen Smythe
- 42nd S.D., Jennifer Metzger

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

Members-at-Large Reports

Venus Colon-Williams announced that tomorrow is the deadline for members to bring in the bookbags as they will be distributing them on Friday, August 31, 2018.

Hazel O. Worley announced that there are 25 buses set to drive members to the CWA Local 1180 Family & Friends Fun Day. A bus captain's meeting has been set for tomorrow.

Denise Gilliam thanked everyone who participated in the CWA Local 1180 Women's Committee Pink and White Affair. It was a great affair.

Debra Paylor announced that while she was at the CWA National Human Rights Conference, she attended the Civil Rights and Criminal Justice workshops that were very informative.

Next meeting date of the Executive Board to be determined.

Motion was duly made, seconded, and carried to adjourn at 8:40 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

RETIREE REPORT

RETIREE DIVISION HONORED BY MEMBERS

The Retiree Division staff was honored at their annual Thanksgiving Luncheon by retirees who wanted them to know just how meaningful the Retiree Division has been in their lives and how much they appreciated the work done on behalf of the membership.

Retirees formed a committee and coordinated the entire effort. The inscription on the plaque read, "With Our Gracious Appreciation, For your continued generosity and love, thank you so much for all that you do. You have made an impact on all of us! WE DO IT ALL!!" Signed, Your Jazzy 1180 Retirees!!! The jazzy retirees on the committee were: Anita Gaines-Scott, Ann Guardino, Arlene Drayton, Arthur Johnson, Barbara Mozzarella, Barbara Wray, Beverly Pabon, Beverly Adams, Carolyn Ledbetter, Carolyn Myers, Cheryl Frances, Carolyn Parker, Chris Morgan, Connie Colbert, Debbie Shopshire, Diana Millon, Dorothy Merit, Edie Barnett, Edith Primavera, Eris Parsons, Eleanor Pastrana, Ellen Chambers, Esther Tatum-Waring, Evelyn Garcia, Evelyn White, Florence Anthony, Gem Brutus, Gloria Goodman, Gloria Robinson, Helen Porter, Iris Comacho, Irma Downes, Jackie Gadsen, Jackie Smalls, Janet Burns, Jean Davis, Jeanette D. Taylor, Jennifer Matthews, Jenny Spencer, Jesus Morales, Judith Ward, Lenore Rosenthal, Mae Andrews, Pamela Jeffries, Pamela Mondazie, Patricia Brown, Patricia Browne, Patricia Greenidge, Pearl Pearson, Ruth Baker, Ruth Pannell, Rosalie Williams, Sallie Merrick, Sallie Stroman, Sandra Delpêche, Susan Cardee, Shirley Ford, Thelma L. Snoddy, Terzoh Adams, and Virginia Green.

Pictured are Retiree Division Staff from left: Lynda Hogan (Asst. to Director of Retiree Benefits), Suzanne Creary-Beatty (Program Director), Robin Blaire-Batte (Secretary-



Trasurer, CWA Local 1180), Indra Subryan (Benefit Representative), Amber Mathis (Administrative Assistant), Jonathan Lane (Retiree Service Specialist), Dianne Mason-Smith (Asst. to Director of Member Events), and Gerald Brown, Local 1180 Second Vice President. ■



*Happy Holidays!
& A Wonderfull New Year*

May the Joyous Season bring you peace,
health, and happiness throughout the holidays!

Gloria Middleton, President

ANNUAL MEMBERSHIP REPORT

CWA LOCAL 1180 SUPPLEMENTAL BENEFIT PLANS

FOR THE YEAR ENDED DECEMBER 31, 2017

Basic Financial Statements						
	Members' Annuity Fund	Security Benefits Fund	Retirees Benefits Fund	Legal Benefits Fund	Education Fund	Administrative Fund
Plan assets:						
Investments	\$ 95,002,543	\$ 13,380,000	\$ 4,060,000	\$ 3,900	\$ 0	\$ 21,538,267
Receivables	810,316	840,798	704,883	18,468	66,501	16,150,062
Other	64,711	0	500	2,500	128,323	850,307
Total assets	<u>95,877,570</u>	<u>14,220,798</u>	<u>4,765,383</u>	<u>24,868</u>	<u>194,824</u>	<u>38,538,636</u>
Plan liabilities:						
Benefit obligations	0	1,097,228	4,704,488	24,868	194,824	0
Payables	630,109	13,123,570	60,895	0	0	273,023
Total liabilities	<u>630,109</u>	<u>14,220,798</u>	<u>4,765,383</u>	<u>24,868</u>	<u>194,824</u>	<u>273,023</u>
Plan net assets	<u>\$ 95,247,461</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 38,265,613</u>
Plan income:						
Contributions:						
New York City	\$ 3,726,089	\$ 0	\$ 0	\$ 0	\$ 0	\$ 26,351,719
Contribution transfers	0	10,825,308	8,154,964	898,739	774,402	0
Participants	0	21,253	7,584	0	0	0
Other	77,157	0	405,760	0	31,300	10,575
Net investment income	11,338,338	0	860,047	19	24	1,993,031
Other income	2,382	3,136	64,447	0	0	1,106
Total income	<u>15,143,966</u>	<u>10,849,697</u>	<u>9,492,802</u>	<u>898,758</u>	<u>805,726</u>	<u>28,356,431</u>
Plan expenses:						
Benefits	4,499,942	10,849,697	9,492,802	898,758	805,726	0
Contribution transfers	0	0	0	0	0	15,273,413
Administrative	189,288	0	0	0	0	5,091,756
Total expenses	<u>4,689,230</u>	<u>10,849,697</u>	<u>9,492,802</u>	<u>898,758</u>	<u>805,726</u>	<u>20,365,169</u>
Net increase	10,454,736	0	0	0	0	7,991,262
Plan net assets:						
Beginning of year	<u>84,792,725</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>30,274,351</u>
End of year	<u>\$ 95,247,461</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 38,265,613</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.

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
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Claim Forms Hotline: 212.925.1091 • Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
Retiree Benefits: 888.966.5353

Executive Board

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

Members at Large

Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor,
Gregory Smith, Lenora Smith, Venus Williams, Hazel O. Worley

Communications Director

Communique Editor/Designer

Marci Rosenblum • Tricomm Creative, Inc. • www.tricommcreative.com

Editorial Committee

Gerald Brown, Gloria Middleton — Communique Facilitators

COMMITTEES

Caribbean Heritage Committee

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

Civil Rights & Equity/ Community Services Committee

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

Civil Service Committee

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 4th Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair
marci@tricomcreative.com

Education Committee & Book Club

Lenora Smith, Chair
lsmith@cwa1180.org

Hispanic Committee

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

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Organizing Committee

Leslie Fine, Chair
lfine@cwa1180.org

People with Disabilities Committee

Edward Yood, Chair
envpush.yme@verizon.net
Meeting: 1st Wednesday of each month

Women's Committee

Denise Gilliam, Chair
dgilliam@cwa1180.org

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Carolyn Chamorro, Chair
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Brooklyn BCCC

Verna Finley, Chair
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Manhattan BCCC

Patti Jacobs, Chair
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Queens BCCC

Priscilla Carrow, Chair
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Staten Island BCCC

Rosie Roman, Chair
rosieroman800@gmail.com

All meetings start at 6 p.m. and are held at
Local 1180, 6 Harrison St., New York, NY 10013

with the exception of the Borough Community
Coordinating Committees. For their locations and
start times, contact the respective Borough Chair.

Where meeting date is not listed, contact Chair directly.

IN MEMORIAM

NAME	AGENCY	DECEASED
Inell Barksdale	Police Department	9/12/2018
Ann Darby McGee	Department of Education	10/5/2018
Laura Giuliani	Dept. of Social Services	10/5/2018
Barbara Greig	Dept. of Social Services	10/17/2018
Bessie Harper	Dept. of Social Services	10/30/2018
Dorothy Harris	Bellevue Hospital	9/1/2018
Evelyn Irsay	H+H	8/21/2018
Ruth Lentz-Swalef	Finance Administration	10/20/2018
Sylvia Madison	Dept. of Social Services	10/10/2018
Bernice Mauro	Coney Island Hospital	10/25/2018
Barbara Miller	Dept. of Social Services	10/20/2018
Ora Moore	Dept. Of Business Service	8/10/2018
Sean Nedd	Finance Administration	9/20/2018
Paulette Saintil	Dept. of Social Services	9/17/2018
Reginald Stitch	Metropolitan Hospital Center	8/12/2018
Lorna Tibby	Fire Department	10/15/2018
Chung Tsang	Department of Buildings	8/5/2018
Claudette Webb	Kings County Hospital Center	9/30/2018
Walter Whatley	Dept. of Health & Mental Hygiene	9/22/2018
Pauline Wolf	Housing Authority	9/18/2018

Local 1180 Mourns the Loss of State Senator Jose Peralta

It is with deep regret to learn of the loss of Senator Jose Peralta, who died prior to Thanksgiving. José Rafael Peralta was an American-Dominican politician, and a member of the Democratic Party who represented District 13 in the New York State Senate that included the Queens neighborhoods of Corona, East Elmhurst, Elmhurst, Jackson Heights and Woodside. Throughout the years, he co-chaired the Somos el Future Labor Breakfast with NYC LCLAA, and will always be remembered for all he has done in support of the union movement and working families. Prior to serving in the Senate, Peralta was a state Assemblyman, having first been elected in 2002. He had been defeated in this year's primaries. "We supported him in the Primary," said Local 1180 President Gloria Middleton. "He was one of the first politicians to reach out to me when I first took office as President. We had a great conversation that I will always remember. He is gone way too soon." ■



about our members

Two Shop Stewards Honored with Awards

Shop Stewards Regina Kelly and Rose Reeves were honored by the Union at the October 30 Membership Meeting where they each received the Honoree Award. "Both Rose and Regina are great, active Shop Stewards, who truly exemplify what it means to be a part of the Local 1180 family and represent members to the best of their ability at all times, while remaining a positive voice for the Union," said President Gloria Middleton before presenting the awards. .

Regina Kelly has been a civil servant for 27 years. She began as a Provisional Receptionist-T1 with NYC Housing Authority in 1990. A few months into this position, she was called from an open competitive civil service list and certified as an Office Associate-T3, thus beginning her career with the City of New York. In 1993, Regina was called to a hiring pool and was chosen by Division of Aids Services/Income Support where she worked as the Director's Secretary. Called from a promotional list in 2001, she became a PAA1, worked in the title of Error Correction Supervisor and then became D & C Supervisor at Greenwood Center. Regina became involved in 1180 by joining the Committee on Arts, Events and Entertainment, the Committee on Civil Rights and Equity/Community Service, and the Political Action Committee. Regina was first elected Shop Steward in 2006.

Currently a PAA2 working as an Office Manager at Brownsville Center in Brooklyn, Regina is a dedicated union supporter. She is a member of the QWL Career Development sub-committee, a member of Local 1180's Scholarship Fund Committee, and is a member of Community Board 5's Aging Committee.

Pictured from left are Local 1180 Staff Representative Venus Colon-Williams, Kelly, and President Gloria Middleton. ■



Rose Reeves started as an Office Aide in April 1984 with NYC Housing Preservation & Development. At the time, the agency was in the process of making changes regarding inequality to minority workers and improving the work environment for all — and Rose definitely wanted to be part of that.

Rose has always had a strong personality and a desire to help people. Her co-workers asked her to be their Shop Steward, then for DC37 Local 1549, and she accepted. They pioneered the first Quality of Work Life committee for the agency and began making changes by instituting flex time, employee recognition ceremonies, health fairs, and other labor/management programs to protect and assist her fellow co-workers.

In the early 1990s, Rose became a PAA and it was then that she joined CWA, Local 1180. Through the years, her role has not changed much and she still fights for what she thinks is right. Rose still stands up for those who cannot help themselves, and she will always be union. Pictured from left are Local 1180 Secretary-Treasurer Robin Blair-Batte, and Staff Representative Desiree Waters, Reeves ■

Condolences to the family of Administrative Manager Sharrett Pennill (Shop Steward, HPD) who passed away on Thursday, October 25, 2018.

Congratulations to former Local 1180 Member-at-Large Charles Garcia (pictured center) who was re-elected as the 3rd Vice President of the Labor Council For Latin American Advancement (LCLAA) on October 2, 2018.



Achieving Gender Parity in Politics



President Gloria Middleton was one of two women honored by the 21 in '21 Initiative at this year's fundraising reception on November 14, 2018. 21 in '21 seeks to elect at least 21 women to the New York City Council's body of 51 members by 2021. Women are significantly underrepresented within government. The 21 in '21 nonpartisan effort will prepare women candidates to run for City Council through support, training, and networking. As a progressive labor leader and a voice for women in all sectors, Middleton said in her acceptance speech, "Your movement, our movement, makes it possible for everyday women who have seen the effects of bad leadership first hand, felt the sting of representational neglect, and cried about the mistreatment of our sisters and brothers, to rise up and be the change they want to see in their communities and beyond. Traditionally, males have been primarily acknowledged for the facilitation of change. 2018 is the beginning of the age of the woman, and with 21 in '21, we are leading the fight. 21 in '21 is fighting to develop candidates who will be firm, knowledgeable and empathetic; traits which combined correctly yield the perfect candidate for true leadership. Ladies, we are here to disrupt, we are here to make change, and we are here to level the playing field. Pictured are former City Council member Elizabeth Crowley, honorees Catalina Cruz and President Middleton, and former NYC Council Speaker Melissa Mark-Viverito. ■

Communications Workers of America, Local 1180

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UNION FORMS BARGAINING COMMITTEE

to prepare for Contract Talks with City



Shop Stewards attended two days of Bargaining Council sessions in early November to review and summarize the 1,066 surveys that members returned seeking input on contract demands for the upcoming bargaining session.

First Vice President Gina Strickland, who coordinated the Bargaining Council along with the assistance of Secretary-Treasurer Robin Blair-Batte, said that the Union mailed surveys to all members in the Mayoral agencies and Health+Hospitals and the for the PAA et al contract that expired May 5, 2018. Surveys were also sent to members in New York City Housing Authority, New York City Transit Authority, Department of Education, and School Construction Authority, all of which each have their own contracts that will be negotiated after the 1180 contract has been executed. The surveys gave members the opportunity to rank issues of concern that are the most important to them and their families. The Bargaining Council devoted the two days to sorting through and categorizing the surveys in order to determine the top priorities. Approximately 12 percent of the public sector membership completed and returned the surveys.

The following is the breakdown of which agencies submitted surveys: ACS 45; CCRB 2; Comptroller 33; DCAS 49; DEP 46; Dept. of Aging 1; Design and Construction 3; DHS 11; DOB 4; DOC 22; DOE 23; DOHMH 79; DOITT 31; DOT 54; DSNY 4; DYCD 2; FDNY 11; Finance 32; H+H 227; HPD 41; HRA 201; Kings County DA 2; Law 3; Manhattan DA 3; NYCHA 50; NYCTA 3; NYPD 50; OATH 9; OPA 1; Parks 13; Police Pension 2; Queens DA 2; SBS 4; SCA 1; and Teacher's Retirement System 2.

Strickland said the most common member request is salary increases, but those are determined by the contract DC37 negotiated with the City several months ago.

"As the largest union in the City, DC37 always negotiates first and sets the pattern for the rest of the unions that follow," she said. "Where we have flexibility to negotiate is with non-salary items, such as vacation and overtime picks, transfers, redeployments, and reassignments, travel, job security, bargaining unit work, education and experience, gain sharing, and parental leave. We take our members input very seriously, and now that all the information is tabulated, our Bargaining Committee will be meeting prior to negotiations in order to prepare a list of demands."

Also at the Bargaining Council sessions, five Shop Stewards were selected to sit on the CWA 1180 PAA et al Bargaining Committee: **Elaine Blair-Walker** (H+H), **Floretha Bryant** (Correction), **Carmen Carter** (DCAS), **Zenola Fields** (Finance), and **Rose Reeves** (Housing Preservation and Development). They will be joined by Executive Board members Denise Gilliam, Helen S. Jarrett, Hazel Worley, Robin Blair-Batte, and Gregory Smith.

President Gloria Middleton has already requested a start date from the City to begin negotiations, and is waiting to hear back on a date. ■

