



# COMMUNIQUE

## JOURNEY FOR JUSTICE TIMELINE

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### Cwa Local 1180'S Journey For Justice For Administrative Managers Gains Momentum With Eeoc Determination

For years, women and minorities in New York City were found to have been paid significantly less than their white, male counterparts, according to the Equal Employment Opportunity Commission (EEOC), which recently released its determination in a complaint filed by Communications Workers of America Local 1180.

"We have reached an important milestone in our Journey to Justice for our Administrative Managers and all who will become Administrative Managers in the future," said Local 1180 President Arthur Cheliotos. "This is good news for our case. However, this is simply a federal agency's finding, not a court decision. There is still a lot of progress to be made on the Journey to Justice."

The Commission's findings stated that "structural and historic problems" have resulted in the pay of minorities and women being suppressed, and that the "rate of pay [for women and minorities] is much less than their white male counterparts' in similarly situated jobs and titles."

Local 1180 filed a complaint with the EEOC in December 2013, alleging that New York City was discriminating against Administrative Managers based upon sex, gender and race in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. On November 19, 2014, Local 1180 was forced to file yet another complaint based on the City's failure to properly maintain records necessary to investigate and prevent unlawful employment practices in compliance with federal law.

On Monday, April 6, 2015, the EEOC released determinations finding that there is reasonable cause to believe that New York City has violated Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963, in its employment of Administrative Managers.

The EEOC, a federal government agency, is now requiring the City of New York and CWA Local 1180 to enter a "conciliation" period in the process, where the parties attempt to resolve their differences and come to an amicable agreement. To that end, the EEOC has provided a series of recommendations to the City of New York designed to correct its actions. Included in these recommendations is the increase of the mini-

mum salary of Administrative Managers to \$92,117, and submitting back wages totaling approximately \$188 million and compensatory damages of nearly \$57 million.

In addition to recommending that the minimum salary of administrative managers be raised, the commission called for the city to take steps to ensure discrimination did not continue. Some of those measures include mandatory exams every four years at minimum, to ensure opportunities for promotion; better oversight and record keeping to monitor any future inequities; and better efforts to inform employees of chances to advance their careers.

"It is very important to note that this is only a recommendation of the EEOC. At this conciliatory stage in the process, the City of New York is not required to pay these amounts," said Yetta G. Kurland, Esq, principal of The Kurland Group, which represented Local 1180 in this fight for justice.

"However, the EEOC's adverse determination has been made against the City stating that there is reasonable cause to believe the City has violated the applicable laws, and the EEOC will now take steps in an effort to eliminate the alleged unlawful employment practices."

Local 1180 now is waiting for the City's response to the EEOC proposed terms of conciliation. If the City does not offer its own proposal, or if the EEOC determines that the City's proposal is unreasonable, the EEOC may refer the matter to the United States Department of Justice for consideration of a lawsuit against the City by the federal government.

The Journey to Justice may still take many years. CWA Local 1180's members have toiled for decades, delivering important public services without the recognition or compensation they deserve. CWA Local 1180 is demanding equal pay for equal work and, in that spirit, will continue on the Journey to Justice for Administrative Managers.

"This process could still take many years," Cheliotos said. "We know it hasn't been easy. Our members have toiled for decades, delivering important public services without the recognition or compensation they deserve. We are demanding equal pay for equal work and we are happy to share this next step with you in our Journey to Justice for Administrative Managers."