STATE OF THE UNION

RIGHT TO WORK LAWS
DO NOT GIVE WORKERS A RIGHT TO WORK

WHY YOU NEED
A LABOR UNION
36 REASONS ... SO FAR
Unions have experienced an unfortunate decline in membership in the last decade. Two major consequences of this are that the American middle class is also in decline, and that Americans are hearing less about what organized labor means, and most knew very little to start with. As of today, there are 60 national unions representing more than 14 million workers throughout the country. No matter what work you do, there’s a union that represents you – from administrative assistants and computer professionals to police, firefighters and doctors; from teachers and bus drivers, to sanitation workers and engineers. People who aren’t in a union or don’t know anyone in a labor union are often unsure of what labor unions do and why someone would want to join. In fact, what most Americans know about labor unions is what they hear and read in the corporate-controlled media — and we all know how inaccurate those reports truly are.

“Labor is the backbone of this country, of this state,” said Local 1180 President Arthur Cheliotes. “We are being depicted as the bad guys and the reason for high taxes, when in fact, we are hard-working men and women who provide services that New York City needs. Government workers like us are the foundation upon which commerce, industry, and civil society are built. If we don’t do our jobs then the whole system collapses. That is why we need to work on enhancing membership and rebuilding what so many politicians are looking to undermine. We need to be proud of our union, proud of labor, proud of our accomplishments, and proud to talk to others and tout who we are.”

According to the Bureau of Labor Statistics, in 1963 union representation was 23.3 percent of all private and public workers. Today, that number has dropped to less than 12 percent. Yet, even with declining numbers, labor organizations are starting to show new creativity and aggression in attaining their goals. One example of this solidarity is unions mobilizing for workers who weren’t their members in the Fight for 15 movement for a $15 hourly minimum wage for fast food workers, despite so few of these workers belonging to a union. Local 1180 participated in a huge Fight for 15 Rally in New York City that drew the attention of major media outlets. This type of union pressure to raise the minimum wage in the restaurant and retail industries has greatly helped place higher wages for low-income workers on the agenda for politicians and labor-intensive companies. In New York, Governor Andrew Cuomo even jumped on the bandwagon, knowing that it would help his approval rating, and has pushed for a $15-an-hour minimum wage. With Vice President Joe Biden at his side, Cuomo announced an across-the-board $15 minimum wage in New York City by 2021 and upstate by 2024. The move will likely require legislative approval. However, the New York State Labor Commission already has approved a $15 wage for workers in the fast-food industry. Chalk up another one for labor.

The Fight for 15 is “significant in two ways,” according to one veteran Chicago labor attorney and expert on unionization topics. “It shows there’s some point in going out and disrupting, and it builds morale, even if it hasn’t brought in a lot of dues yet.” But the point is that once these fast food workers realize that their hourly wage was increased thanks to the efforts of organized labor, more will want to join the movement, thereby increasing the percentage of those belonging to a union.
It's time to start targeting younger workers and bringing them into labor's fold. According to one report from the second quarter of 2015, only 4 percent of employed 16- to 24-year-olds are union members, and the membership rate for workers 25 to 34 years old is less than 10 percent. Young workers are typically the first to be fired, regardless of what they bring to the table. Workers aged 45 to 64 have the highest union participation rate at 14 percent. Given the choice between purchasing Netflix or purchasing union membership, younger workers are opting for Netflix.

For too long the growth of technology and the global economy has created a real crisis for labor unions in America. According to a report in the New York Times, "While the country's manufacturing output continues to grow steadily, it no longer produces significant job growth. [U.S.] factories compete against low-wage foreign labor by investing in automated machinery and implementing new techniques to make them far more productive. Since 2000, factories have shed more than five million jobs."

One advantage for CWA Local 1180 is that the work performed by members cannot be easily moved to a low-wage country. But that doesn’t mean that the Local isn’t faced with a myriad of other challenges.

"The City needs its workers to actually be located in the City," Cheliotes said. "However, it doesn’t mean that government officials can’t come after us in other ways, like trying to eliminate positions, shift benefit costs to workers, or increase our workloads beyond what’s imaginable for one person. Another tactic, one that was used extensively by the Bloomberg Administration, is the contracting out of work that City workers could perform. City Time for example — an effort to eliminate 500 timekeeping and payroll jobs citywide — cost the City hundreds of millions of dollars in overruns. In fact, the expense was nearly 10 times more than paying the workers it was designed to replace. Unions joined together, did the investigations, and exposed the waste and corruption and forced the contractors to pay back the City. If we let them divide us, they will conquer us. If we stand united within our union and throughout the labor movement, we will succeed."

Cheliotes said the demise of unions will mean the demise of collective bargaining, and without collective bargaining, there is only individual begging. That means every man for himself. "Try to picture how that is going to play out," he said. "Every one represented by Local 1180 will be sitting down with their manager trying to justify why they are entitled to a raise, or to even keep their job. There will be no grievance procedure. It will be brutal. Unions make life better for everyone, everywhere. A unionless future will lead to elimination of the middle class and a grim future for our children and grandchildren."

"The labor movement in the United States grew out of the need to protect the common interest of workers. And this still holds true today. While there are reportedly millions of workers in the labor force who have no possibility of organizing and collective bargaining, there are regions seeing big increases in membership. Take California for example, which has seen a tremendous increase led largely by healthcare employees and Latino workers. Unions are a political force in many states and are also a fighting force for social policies benefiting all workers. Unions are leading the fight to raise the minimum wage, protect pensions, and advance health insurance. But all of these successes do not outweigh the challenges organized labor is up against today.

Mark Twain said it best: "The reports of my death have been greatly exaggerated." The media reports constantly about the death of the labor movement, and these reports are definitely blown out of proportion. Usually they contain some variation of the argument that unions were needed in the old days, but are now obsolete as all the tough work has been done.

It’s not yet time to write the obituary for labor unions.

"We are far from dead. In fact, despite corporate media's marginalization of unions, recent polls show that more Americans understand they need unions to reach and stay in the middle class," Cheliotes said. "New York is a labor state; we always have been and we always will be. We have been very accomplished at representing members’ interests in the workplace; now we need to focus on new and emerging times, providing advanced education for our members so they are less disposable in today's marketplace. While a tremendous amount of industrial work is being farmed out to low-paying overseas companies, the one sector where the unions remain highly relevant is government."

That’s because unions fit more comfortably into government workplaces than the private sector. But now the U.S. Supreme Court is prepared to strike down laws requiring public employees to pay union dues, a major threat to organized labor. The Justices have agreed to hear a California case (Friedrichs v. California Teachers Association) challenging the requirement that teachers pay their fair share of the cost to unions for negotiating better pay, benefits, and pensions, even when they disagree on political and ideological issues. "The Supreme Court is revisiting decisions that have made it possible for people to organize for a voice at work and in their communities — decisions that have stood for more than 35 years — and that have allowed people to work together for better public services and vibrant communities," said a statement from five union leaders representing teachers and other government workers.

In a ruling last year, Justice Samuel A. Alito, Jr., writing for the majority, welcomed a lawsuit such as this. Alito embraces an ideology that anyone familiar with European history in the 1930s recognizes. It is organized money bringing together government and corporations to rule a nation for the good of the corporations. It is called fascism and today, as it was then, it is funded and supported by corporations and the 1 percent.

They want to return us to a time before unions, and in the name of individual freedom, give each worker the “right to work” as individuals, based on the absurd claim that a single worker can negotiate wages as an equal with a rich and powerful boss. “The biggest fear of organized money is organized labor because only when workers are organized can they negotiate as equals to their bosses,” Cheliotes said.

If we let them divide us, they will conquer us. If we stand united within our union and throughout the labor movement, we will succeed. The demise of unions will mean the demise of collective bargaining, and without collective bargaining, there is only individual begging.

"This case is one of the many that is eroding the gains that workers seeking dignity, justice, and respect have fought for and died for since the Industrial Revolution. Only organized workers in labor unions can fight organized money and build on our past gains to secure our future. Unions across the board are paying close attention to this case, as the outcome could severely impact how organized workers will fight in the future," Cheliotes said.

A January 27, 2015, article on prospect.org sums it up: "We can’t deny or minimize problems and challenges. But we often go too far in decrying unions’ fate. Get a grip: the labor movement is stronger than it looks. A lot of good organizing is going on, and most unions are doing an effective job at the bargaining table. Unions are a force in important regions and industrial sectors, still politically potent, and still bringing new groups of workers into their ranks."
WHY BE INVOLVED

Politics runs the gamut. “There is nothing that is not political. Everything is politics,” wrote German novelist Thomas Mann. While people would like to think that if they ignore politics it will go away, that is far from reality. “If we choose to stay out of politics and remain uninvolved as a labor movement, we will get exactly what we deserve — nothing,” Brown said. “If we don’t voice our opinion, if we don’t stand up for ourselves and our brothers and sisters throughout the labor movement, then those we disagree with will win and we will be the victims of our own inaction. If we are involved, we are taking control of our own lives.”

Unions do not exist in a vacuum and are becoming steadily more involved in politics for reasons that just didn’t exist in prior decades: Right-to-Work laws, anti-union media campaigns, the Employee Free Choice Act, and international trade agreements like the Trans-Pacific Partnership (TPP), the North American Free Trade Agreement (NAFTA), the Trans-Atlantic Free Trade Area (TAFTA).

During the past few years, union-curbing legislation has been introduced in many states, mainly in the midwest. One of the best-known examples is in Wisconsin, where Governor Walker signed a law ending collective bargaining for public-sector workers. Indiana and Michigan followed by passing right-to-work legislation, which prevents unions from forcing workers to be members, and keeps dues out of politics. Here’s the domino effect in action again.

Combine these political attacks with an escalation of aggressive employer campaigns against union representation and you’ve got a one-two punch sure to knock labor out of the ring unless labor remains a force in the political movement.

Hence the need to put more labor-friendly politicians into office. With the proportion of American workers belonging to unions falling from about one in three in the 1950s to only one in nine today, it’s vital to increase labor-friendly prominence in government, and labor can help.

Wage stagnation and income equality are on today’s political agenda. When labor got involved in the fight to increase the minimum wage for fast food workers to $15 an hour, politicians saw the strength of millions of voters and reacted.

Even though it’s only about 11 percent of all workers who are currently union members, Americans — whether unionized or not — should take note because unions give workers a bigger say in our political system. A number of academic studies have found that unions strengthen the middle class and significantly reduce economic inequality. Therefore, 11 percent of all workers are in essence helping the 99 percent.

According to an article on americanprogress.org, “Unions help boost political participation among ordinary citizens — especially among members, but also among nonunion members — and convert this participation into an effective voice for pro-middle-class policies. This explains why states with a greater percentage of union members have significantly higher voter turnout rates, as well as higher minimum wages, a greater percentage of residents covered by health insurance, stronger social safety nets...”

In a nutshell, unions play a critical role in making the political system work for the middle class by increasing voter participation and advocating for policies that help the middle class.

Here’s an interesting fact and yet another reason why labor needs to stay involved in the political and election processes: A 1 percentage point increase in union density in a state increases voter turnout rates by 0.2 to 0.25 percentage points according to analysis by two political scientists. In other words, if unionization were 10 percentage points higher during the 2008 presidential election, for example, 2.6 million to 3.2 million more Americans would have voted.

A similar pattern holds for communities of color. Voters of color are just as likely to vote as white voters in districts with union campaigns, but are 9.3 percent less likely to vote in districts without campaigns.

Bottom line? Unions play an extremely important role in getting ordinary citizens involved, getting them out to vote, translating workers’ interests to elected officials, and ensuring that government serves the economic needs of the middle class. It is impossible to live and work in New York, in America, without being involved in the political process when it is embedded in our everyday lives. By staying involved, we protect ourselves and the gains we have won throughout the years, and we make an impact on electing politicians who understand and support our causes.

Unions know how to make the domino effect work to their advantage.
Right to Work laws do NOT give workers a right to work

Catherine Alves, Staff Representative & Marci Rosenblum, Communications Director

Right to Work is a misleading name for a law that has done nothing to actually give workers a right to work. Despite its name, this type of law does not guarantee anyone a job and does not protect against unfair firing. In fact, the goal of Right to Work (RTW) laws is to undermine unions and weaken the best job security protections workers have — the union contract. Just ask workers living in any of the 25 states that have passed RTW laws: Alabama, Arizona, Arkansas, Kansas, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Missouri, Nebraska, New Mexico, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, and Wyoming. As of yet, New York is not on that list, and with the power of the labor movement in this state, most likely won't ever be.

RTW laws, in simple terms, mean that workers will have the option of paying or not paying union dues and belonging to the union, but the union will still have to represent them when it comes to contract negotiations, grievances, benefit enhancements, and more. This, of course, begs the question as to how a union is supposed to do all this with severely diminished funds. This scenario equates to going into a store for a new sweater and telling the cashier that you aren’t going to pay for it; the person behind you can cover the charge.

Basically, it’s getting something for nothing. It’s freeloadiing. It’s taking advantage of your co-workers who do pay dues … and it’s WRONG.

Louisiana, Michigan, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, and Wyoming. As of yet, New York is not on that list, and with the power of the labor movement in this state, most likely won’t ever be.

RTW laws, in simple terms, mean that workers will have the option of paying or not paying union dues and belonging to the union, but the union will still have to represent them when it comes to contract negotiations, grievances, benefit enhancements, and more. This, of course, begs the question as to how a union is supposed to do all this with severely diminished funds. This scenario equates to going into a store for a new sweater and telling the cashier that you aren’t going to pay for it; the person behind you can cover the charge.

Basically, it’s getting something for nothing. It’s freeloadiing. It’s taking advantage of your co-workers who do pay dues … and it’s WRONG.

If workers who are represented by a union and don’t pay dues are fired illegally, the union must use its time and money to defend them even if that requires going through a costly, time-consuming legal process. Since the union under RTW laws must represent everyone, then everyone should have to share in the cost of providing services. Amazingly, non-members who are represented by a union can even sue the union if they think it has not represented them well enough. Talk about draining the resources of the union and taking away time from dues-paying members.

If the “Right to Work” ruling goes against members paying union dues to their unions, the following will happen:

- Union staffing will be drastically reduced, thereby increasing the length of time it takes to address members’ concerns and issues
- Union resources will not be sufficient enough to pay for arbitrations, such as the current one involving Administrative Manager salaries
- Union-provided benefits would be in jeopardy
- Unions will have fewer Reps to handle the same number of grievances
- Unions would lose strength at the bargaining table
- Services now offered by Local 1180, like legal services and educational programs, could be reduced
- Organizing campaigns will be reduced due to a lack of resources, as will crucial political involvement
- Discounts and service savings offered to members via outside vendors would be at risk, such as the mortgage program with Wells Fargo and the car insurance savings program with Liberty Mutual.

In 1897, President Grover Cleveland made Labor Day a federal holiday, reacting to pressure from unions following the contentious Pullman Strike, a nationwide railroad strike on May 11, 1894, that pitted the American Railway Union (ARU) against the Pullman Company, the main railroads, and the federal government. During the next century, unions fought to win varied benefits for Americans, ranging from widespread employer-sponsored health care to reduced workdays. Now however, many of these hard-fought benefits are under attack (excerpted below from billmoyers.com). With unions of all sizes banding together to fight back, as is the case in New York with the Municipal Labor Committee of which Local 1180 is a member, some of these benefits under attack are being salvaged.

**BENEFITS UNDER ATTACK**

- **Pensions**: Thanks to federal reforms and labor activism, private sector pension plans proliferated in the 20th century. In March 1949, the National Labor Relations Board ruled that companies had to bargain with their unions over pensions. Today, pensions across the country are under attack. In 1979, 38 percent of private sector workers had access to a defined benefit plan. By 2010, only 15 percent had similar access. Meanwhile in the public sector, both state and local governments continue to cut pensions even while handing out massive tax giveaways to corporations.

- **Right To Organize**: One right unions gave America is the ability to collectively bargain for better wages, benefits, hours, and working conditions. In the 1950s, more than a third of Americans belonged to unions; in 1952, there were 470 strikes involving 2.7 million workers. The recent wave of anti-union laws and aggressive anti-labor tactics by businesses has meant that far fewer Americans have been able to join a union.

- **Income Equality**: As unionization peaked in the middle of the last century, so did income equality. Incomes became dramatically more equal in the 1940s and remained roughly stable through the postwar economic booms of the 1950s and 1960s. But as researchers at the Center for Economic Progress found, as union membership decreased, the middle class’ share of national income shrunk at a similar rate.

- **Access To Health Care**: The rise of unions in the 1930s and 1940s led to the first great expansion of health care for all Americans, as labor unions banded workers together to negotiate for health coverage plans from employers. In 1942, the U.S. set up a National War Labor Board that had the power to set a cap on all wage increases. However, it let employers circumvent the cap by offering fringe benefits like health insurance. Today, corporations and governments are cutting health benefits and fighting the implementation of the Affordable Care Act, which unions helped pass.

- **Fair Hours**: In the late 19th century, unions started to call for an eight-hour workday, and on May Day in 1886, more than 300,000 Americans went on strike for a shorter workday. By the 1950s, most workers had 40-hour weeks. Before this burst of labor activism, the average workweek for Americans was much longer — in 1870 it was 61 hours. In the post-WWII era, the average American worker worked more hours than even a French worker, but the trend reversed itself in the 1980s and the last few decades have seen Americans working more for less. During the same time, productivity separated itself from wages, meaning Americans were working more hours while not necessarily reaping the benefits – likely another outcome of declining unionization. While these attacks on workers and their rights have been incredibly damaging, there is reason for optimism. As workers continue to organize to beat back attacks on American labor rights, they can turn to workers in the fast-food industry for inspiration.
I have had the benefit of being a union member since I was a student at Queens College in 1969. My first union was the Teamsters when I worked as a part-time luggage and cargo handler at Kennedy airport earning $4 and hour when minimum wage was $1.25 and a gallon of gasoline was 28 cents; I was then a Teamster substitute limousine driver for funerals. I also had a third, part-time job unionized by DC37 working for the City University of New York as a College Assistant. CUNY workers had just won collective bargaining rights in the 1960s and I was earning more than $8 an hour. After graduating in 1970, I worked all three, part-time jobs, made enough to rent an apartment, and get married that same year. Finally, I was appointed from a civil service list in 1972 as an Income Maintenance Specialist in HRA. My wife was a UFT member and we were able to purchase a three-family home. I scored well on the promotional test and was appointed to Administrative Assistant (now PAA I), a job represented by CWA Local 1180. I have been a union member ever since.

Looking back now, I realize that the reason I and others in my generation could live the American Dream of getting a good college education, being out on my own, married, and able to buy a house had to do with how well all workers were doing from the 1950s to the 1980s. The middle class was growing because of a strong union movement that represented more than 30 percent of all workers. It was an era of movements for social, political, and economic justice demanding equality so all could share the American Dream. Working families expected their children to have a better standard of living than they did. My sociology professor at Queens College referred to the growing middle class as “an escalation in rising expectations”. The reason expectations were so high was the experience of workers following World War II. The New Deal programs that gave workers the right to join unions, established a minimum wage, a 40-hour work week, and prohibited child labor lead to more than a third of workers in unions demanding a better life for all. The growing labor movement was the driving force that grew the middle class and improved the lives of all workers — both union and non-union.

The attack on the new power of the labor movement started in 1947. As the economy moved from industrial production to service and finance, the percentage of private sector workers dropped from more than 30 percent to less than 10 percent. The result? Our children are not doing as well as their parents. They lack the financial wherewithal to move out and start their own homes as income inequality grows. The graphs below show the growth and decline of union membership and the share of income taken by the top 10 percent income brackets since the income tax was established.

There is, however, still one bastion of worker strength in the labor movement — public workers. While the percentage of private sector union workers is now in the single digits, public sector workers are at 36 percent. 

WHAT DOES LABOR WANT?

“We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful, and childhood more happy and bright.”

The goals of organized labor have not changed. They inspire American workers to fight against the power of the oligarchs (the 1%) who wish to perpetuate income inequality by controlling the political system so they could rig the economic system to increase their profits and gain even greater political power. During the Progressive era, the labor movement joined with farmers to demand the government work by and for the people and brought some progressive reforms in the early 1900s.

The power of the monopolies to control the U.S. Senate was illustrated by this cartoon. The powerful trusts, if you look closely, are money bags with silk top hats that enter through a Grand Monopolists Entrance on the right. The people’s entrance is in the gallery above on the left that is marked closed. The sign above reads: The US Senate of the Monopolists; by the Monopolists; for the Monopolists.
Whoever said “history may not repeat itself but it sure does rhyme” certainly got it right. During the last 30 years, the top 1 percent is again in control; they control the economy by rigging the laws so that the Occupy Wall Street protesters are thrown in jail for speaking truth to power while the bankers who defrauded the American people rarely see the inside of a jail cell.

Through the corporate media, the 1 percent say public workers are greedy because they have strong unions that got them pensions, good health benefits, and fair wages. That was Scott Walker’s agenda in Wisconsin. Destroy the unions, take away the pensions, cut benefits and pay. Unfortunately, too many have swallowed the cool-aid and have been brainwashed into hating the oppressed and loving the oppressors, just what Malcolm X warned when he said: “The corporate media has erased labor history and worked hard to dumb down the American people by entertaining rather than informing us. Some call it the Corporate Media’s Mushroom strategy — Keep them in the dark, feed them bullshit, then pick them when they are ripe and plump.”

The history of the labor movement is rich with powerful examples of how the people can win and offers valuable lessons for how we make this city, state and nation a better place, with rising expectations for our children, grand children and generations to come.

As Dr. Martin Luther King Jr. explained: “Historically city workers relied on collective bargaining to earn enough to survive; some relied on Tammany Hall political connections to get jobs, better pay and benefit. Those not politically connected formed associations that went to City Council hearings asking for better wages and benefits. Sometimes they came with their families in rags and their children visibly malnourished to embarrassing politicians to increase wages.”

It was not until 1958 that New York City Mayor Robert Wagner, the son of the author of the National Labor Relations Act of 1935, allowed city workers to form unions instead of just employees associations and unions began to grow. Those unions won strikes for recognition and pay increases in cultural institutions and the 40-hour week for hospital and park workers. In 1962, John Kennedy issued an executive order authorizing unions in the federal government. This era showed that sometimes making gains required defying bad laws and sparking hope among minorities and working people.

In 1965, members of the predecesor association to CWA Local 1180 — the Municipal Management Society — saw gains of the Welfare workers and knew they needed a union with full bargaining rights. They sought out and joined the Communications Workers of America after considering AFSCME and the Teamsters. In less than a year, the newly formed CWA Local 1180, AFL-CIO, signed a contract and achieved 9 percent wage increases, established minimum salaries for the titles it represented, and ensured promotional guarantees. Local 1180 also won full health benefits, an education fund, and impartial arbitration. The agreement included improved vacation time, sick leave, and reduced work hours. The rising tide of unions improved the lives of all workers and our Local was part of it. We must never forget that unless all of us do well, none of us will do well.

In 1966, one year after the Welfare workers strike, the newly inaugurated Mayor John Lindsey faced a New Year’s Day transit strike that lasted 12 days. More strikes followed in 1967 and 1968 by teachers and sanitation workers. They had the courage to fight defying bad laws like the 1947 Condon-Wadlin Act prohibiting strikes, and the newly minted Taylor law with its strike prohibitions and penalties with the jailing of union leaders. The famous words of TWU’s Mike Quill with his Irish brogue ring true today: “The judge can drop dead in his black robe. I don’t care if I rot in jail. I will not call off the strike.” Quill died just weeks after the strike ended.

The search for human dignity and justice is what drives workers to join and organize a union. We must all understand the value of the labor movement and that collective bargaining is a human right. In June 2007, the Supreme Court of Canada made the following observations in a case on collective bargaining: “The right to bargain collectively with an employer enhances the human dignity, liberty, and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely their work. Collective bargaining is not simply an instrument for pursuing external ends…rather [it] is intrinsically valuable as an experience in self-government… Collective bargaining permits workers to achieve a form of workplace democracy and to ensure the rule of law in the workplace. Workers gain a voice to influence the establishment of rules that control a major aspect of their lives.”

On this, our 50th Anniversary, our union and the labor movement must continue the struggle for dignity, justice and respect. We must work hard to free our nation from the power of the oligarchs who are increasingly taking control. We must elect a President and Congress that will appoint Supreme Court justices who will put human rights above property and corporate rights. Who share our vision of a government by and for the people and believes that collective bargaining is a human right.
WHY YOU NEED
A LABOR UNION
36 reasons ... so far

Let’s face it, employers and corporations did not feel generous one day and decide to give you two days off every week in order to have a social/personal life. (We now call them weekends). Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn’t get together in a board room and say, “Let’s give our employees more rights at work,” or “Maybe there should be laws to limit our power over an employee”. Virtually all the benefits and rights you have at work are thanks to labor unions that fought hard and long to achieve them. Many union leaders and members even lost their lives for things we take for granted today. So next time you want to know what your union does for you, read this list for starters.

• Weekends without work
• All breaks at work, including lunch breaks
• Paid vacation
• Family & Medical Leave Act (FMLA)
• Sick leave
• Social Security
• Minimum wage
• Civil Rights Act/Title VII prohibiting employer discrimination
• 8-hour work day
• Overtime pay
• Child labor laws
• Occupational Safety & Health Act (OSHA)
• 40-hour work week
• Workers’ compensation (workers’ comp)
• Unemployment insurance
• Pensions
• Workplace safety standards and regulations
• Employer health care insurance
• Collective bargaining rights for employees
• Wrongful termination laws
• Age Discrimination in Employment Act of 1967 (ADEA)
• Whistleblower protection laws
• Employee Polygraph Protection Act (EPPA) prohibiting employers from using a lie detector test on an employee
• Veteran’s Employment and Training Services (VETS)
• Compensation increases and evaluations (i.e. raises)
• Sexual harassment laws
• Americans With Disabilities Act (ADA)
• Holiday pay
• Employer dental, life, and vision insurance
• Privacy rights
• Pregnancy and parental leave
• Military leave
• The right to strike
• Public education for children
• Equal Pay Acts of 1963 & 2011 requiring employers pay men and women equally for the same amount of work
• Laws ending sweatshops in the United States

ORIGIN OF THE LABOR UNION

The origin of labor unions dates back to the 18th Century and the industrial revolution in Europe. During this time there was a huge surge of new workers into the workplace that needed representation. In the United States history of unions, early workers and trade unions played an important part in the role for independence. Although their physical efforts for the cause of independence were ineffective, the ideas they introduced, such as protection for workers, became part of our American culture.

The history of unions in the United States exploded in the 19th Century with the founding of the National Labor Union (NLU) in 1866. Unlike today’s unions, the NLU was not exclusive to a particular type of worker. And although the NLU crumbled without making significant gains in establishing workers’ rights, its founding set an important precedent in our country. Soon after, the Knights of Labor emerged in 1869, with membership peaking at about 700,000. Its efforts were focused on addressing key issues such as opposition to child labor and demands for an eight-hour day.

In the history of America’s trade and labor unions, the most famous union remains the American Federation of Labor (AFL), founded in 1886 by Samuel Gompers. At its pinnacle, the AFL had approximately 1.4 million members and is credited with successfully negotiating wage increases for its members and enhancing workplace safety for all workers.

The Congress of Industrial Organizations (CIO) under John L. Lewis and the larger AFL federation underwent a huge expansion during World War II. The AFL-CIO merger occurred in 1955.

Union membership and power peaked around 1970. At that time, private sector union membership began a steady decline that continues today. However, membership in public sector unions continues to grow consistently. According to the latest Bureau of Labor Statistic report, union membership is over 14 million in the United States and in the public sector has grown to more than 36%. (www.unionplus.org)
What Union Activists & Politics Have Done …
And Must Continue to Do

Union members for decades have been active in politics that have helped establish laws from which today’s union members, families, and communities still reap the benefits.

For example, in 1828, union members worked actively with the Workingmen’s Party that campaigned for free elementary school so children of working-class families could get a basic education.

In 1906, unions in coalition with consumer groups, put pressure on Congress to pass the Pure Food and Drug Act protecting the food we consume.

Nine years later, in 1917, at least 30 states adopted laws providing Workers’ Compensation for on-the-job injuries due to the lobbying campaign of members of the American Federation of Labor (AFL).

With the passing of the Social Security Act in 1935 under President Franklin Roosevelt, the provision for unemployment insurance was established.

With mounting pressure from unions and a friendlier government under President Franklin Roosevelt, in 1938 the Fair Labor Standards Act was passed, establishing the eight-hour day, 40-hour work-week with time and half for overtime, decreeing the eight-hour day, 40-hour work-week and half for overtime, decreeing the eight-hour day, 40-hour work-week and half for overtime, and establishing child labor laws for children under 16 in most occupations and under 18 in hazardous ones.

In 1970, after years of union campaigning for the health and safety of their members in the workplace, Congress passed the Occupational Safety and Health Act (OSHA).

New York State is in the unique position of having the highest union density in the country. At least 71 percent of government workers, known as the public sector, belong to a union, compared with just 36 percent in the rest of the country.

Unions understand that in order to address the needs and concerns of their members and families, they need to engage in the electoral process. We need pro-labor legislators at all levels of government to push our agenda and be our voice. In today’s political arena, unfortunately it seems the corporate lobbyist and the Super PAC with their money have the advantage.

CWA 1180 members can fight these Super PACs in two ways. First, contribute to the CWA Public Action Fund (PAF, formerly known as COPE). If all 8,300 Local 1180 members contributed either $5 per paycheck for the year ($130) or $10 per paycheck for the year ($260), the $1,079,000 or $2,158,000 respectively. These funds will be pooled with the contributions of other CWA members throughout the country and used to lobby politicians and address our issues and concerns.

Secondly, and simply, there are at least a thousand union member votes for every corporate-based vote at election time. With this advantage, and our being proactive, unions should be able to win progressive legislation in Congress and enjoy victories at election time. This is only going to happen, however, if we all get and stay involved.

In the last Mayoral election for example, CWA 1180 and our activists engaged in the “Anyone but Quinn Campaign” to keep Christine Quinn out of office, as we knew her plan was to continue the Bloomberg regime. At the start of this campaign, Quinn was leading in the polls; however, she quickly fell to the bottom. Local 1180 activists appeared at all of her engagements and leafleted in the mornings and evenings all around the city.

Under the Bloomberg Administration, 1180 members had not received a raise since 2009 as Mayor Bloomberg preferred to dictate to us rather than bargain for a new contract. He preferred to attack civil service law and 1180’s then newly acquired title of Administrative Manager. This led to a slight movement of the “Administrative Manager Lists” Fast forward to the next mayoral election and the efforts of union activists, and a more labor-friendly Mayor de Blasio was elected.

With union activists working with other organizations, the de Blasio administration was able to pass Universal Pre-Kindergarten, Paid Sick leave, eliminate “Stop and Frisk,” and introduce “Vision Zero”. For the unions, contracts were being negotiated and 1180 members finally received a raise in 2015 with next raises coming April 2016, 2017, and 2018.

CWA 1180 took this opportunity to reach out to agencies’ new commissioners to address the lack of movement of the Administrative Manager Lists. The current civil service list was set to expire this past July. With the efforts of 1180 leadership, it has now been extended until July 29, 2016, or when a new list is established. These meetings were productive as evidenced in the additional appointments to the Administrative Manager title in the below agencies:

As public sector employees of New York City, we need to be actively involved at all times with politicians at all levels of government, as their actions have direct impact on our jobs, pensions, contracts, promotions, and collective bargaining rights.

When unions fight for working people at the bargaining table and campaign to elect pro-worker candidates, it’s all part of the same struggle to improve the well-being of American families.

Understand that today more than ever, unions are under attack. Unless we get active in the political arena and make our voices heard, all the political struggles we have endured throughout the years will have been for naught. Politicians will happily undo what we have worked so hard to achieve. We must continue to fight the good fight and keep politicians the likes of Scott Walker out of our back yard.
MEMBERS IN ACTION

Disability Committee in Action

CWA 1180 Committee on People with Disabilities members (top photo) proudly joined 7,000 people with and without disabilities at the July 12, 2015, revival of Disability Pride in NYC on the 25th Anniversary of the Americans with Disabilities Act (ADA). Our Committee and Local were active in sponsoring and planning this historic march and rally. Every effort was made to make this event accessible everywhere, especially for wheelchair users and people with hearing disabilities. Our contingent marched from Madison Square Park to our table at Union Square, where we met wheelchair user Nadine LaSpina who told us that she was the filmmaker of the wonderful video of the July 1993 NYC Disability Pride Parade posted on the Disability Pride website. Bottom left photo: CWA 1180 Committee on People with Disabilities members, including Committee Chair Alan Goldblatt and Co-chair Edward M. Yood. Bottom right photo, pictured from left: CWA 1180 Committee on People with Disabilities members Larry and Shirley Littman, Edward M. Yood, and Norma Lynch at July 26, 2015, ADA Birthday Party in Chinatown.

Bronx Week

Members of the Bronx Community Coordinating Committee met with Borough President Ruben Diaz Jr. at his annual Labor Breakfast earlier this year. Diaz started these get-togethers to meet with Bronx constituents and get their input on issues impacting the area. Who better to offer insight than CWA 1180 members? Back row from left: Dareese Oliver-Fricker, Dan Cunningham, Michael Pricoli, and Brandee Griffith. Front row, from left: Venus Williams, Lilieth Fergueso, Fanta Davis, Marie Johnson, and Leandro Monzon.

African-American Day Parade

Local 1180 members gathered on Sunday, September 20 to march in the 46th Annual African American Day Parade that honors the African American business community. Bands, floats, community leaders, and organizations from across the board came to show their pride and support. Grand marshals of the parade were Speaker of the NYS Assembly Carl Heastie, Hazel Dukes, Tom Joyner, Henry (Hank) Carter, Melba Wilson, Pat Stevenson, Clifford James, Robert Horsford, and Amari Avery.
Showing Support for Verizon Workers

On July 25, CWA members showed their support for Verizon workers struggling to get a contract. Members attending (photo at left) were Hua George, Helen S. Jarrett, Kallai Shell-Griffen, Gerard Granges, Alicia Smith, Debra Paylor, Catherine Alves, Venus Williams, and Desiree Waters. Pictured above right, President Arthur Cheliotes with New York City Public Advocate Letitia James and DC 37 Executive Director Henry Garrido.

Puerto Rican Day Parade

CWA 1180 members marched in this year’s Puerto Rican Day Parade on June 14. The parade is a chance for everyone to show their pride and support for the Hispanic community and is held in honor of the nearly four million inhabitants of Puerto Rico and all people of Puerto Rican birth or heritage residing in the mainland U.S. It attracts many celebrities, both Puerto Rican and of Puerto Rican heritage, and many politicians from the tri-state area. Local 1180 Staff Rep Venus Williams (pictured far right) said the parade has grown to become one of the largest in New York City, with nearly two million spectators annually, making it one of the largest outdoor events in the United States. The theme of the 2015 parade had a strong historical focus as it marked the 50th anniversary of the death of Pedro Albizu Campos who spent 25 years in prison and dedicated his entire life to the independence of Puerto Rico.

Making Strides Against Breast Cancer

Members of the Local 1180 Women’s Committee walked in this year’s Making Strides Against Breast Cancer walk on Sunday, October 18, 2015, in Central Park. Making Strides Against Breast Cancer walks are the largest network of breast cancer awareness events in the nation, uniting nearly 300 communities with a shared determination to finish the fight. Every Making Strides event is an incredible and inspiring opportunity to honor and celebrate breast cancer survivors, raise awareness about the disease, and raise money to help the American Cancer Society save lives from breast cancer by funding groundbreaking breast cancer research, providing free comprehensive information and support, and helping people take steps to reduce their risk of the disease or find it early when it’s most treatable.
CWA members up to age 35 with federal student loan debt recently participated in a Student Debt Clinic to help lower or eliminate their student debt payments. As part of Local 1180’s partnership with the Jobs with Justice Campaign for a Debt-Free Future, CWA Next Generation District 1 sponsored a free event for CWA members who are burdened by student debt. Locals 1180 and 1102 co-hosted the event. The project was repeated twice in the past several months, and received positive feedback from those who attended.

Brooklyn Coordinating Committee

Brooklyn Borough President Eric Adams joined the Brooklyn Coordinating Committee (BCC) in March at its kick off meeting. Local Brooklyn members heeded Union President Arthur Cheliotes’ visualization to empower themselves with the knowledge, tools, and skills needed to effectively demonstrate to their neighbors, business owners, and political leaders that they are City workers who are good citizens delivering vital public services, and to overcome the perception the media portrays of City employees as greedy and undeserving of their wages, benefits, and pensions. Committee members also envision themselves communicating with local businesses and merchants that their tax dollars are spent in local community stores as well as building political power with their elected officials by becoming politically active, getting good public services in their communities, and holding politicians accountable. Currently the Committee has three focus points: Housing, Youth, and the Civil Service 1 in 3 rule. The Committee has a standard meeting that convenes every second Monday at either Brooklyn Borough Hall or the FDNY Metro Tech. For further information on the Brooklyn Coordinating Committee, please contact the Local at 212.226.6565 and speak with Hazel Worley.

BCC members Mary Wimbush and Elvia Prescott along with other BCC members attend the Department of City Planning/ East New York Community Planning meeting. Members discuss with NYC Council Member Inez Barron their concerns with the proposal rezoning in ENY.

Charles Garcia Honored

Charles Garcia, retired Local 1180 Executive Board member, was honored recently by the Labor Council for Latin American Advancement, part of the AFL-CIO, for his many years of service as an officer and board member of the Labor Council, as well as his dedication as a Latino labor leader. Garcia was Vice President for nine years. He was presented his award on October 9, 2015, by Council President Luis Acosta (pictured). Garcia retired from CWA 1180 on September 11 after 42 years of service.
On September 9, 2015, CWA Local 1180 President Arthur Cheliotes (seated left) signed a new contract for members at Amnesty International, one of the non-for-profit agencies the Local represents. The contract came after approximately nine months of negotiations.

Civil Rights & Equity Committee

Civil Rights and Equity Committee members attended the Cinderella Project Prom Dress Giveaway hosted by the CEO and Founder Gwen Richardson.

At right, Dana Holland, Helen Jarrett, Hazel O. Worley and Carol Griffith attended and had the opportunity to participate in assisting young ladies in their selection of a dress from a vast array of stunning prom dresses. Thanks to the Local’s first prom dress collection, there were 145 dresses, 45 pair of shoes, 25 pocketbooks, and an assortment of jewelry donated to the Cinderella Project. Members also had the opportunity to join Honorable Eric Adams after he presented a prestige Proclamation to the Founder and CEO of the “Cinderella Project” for being such an integral part of a much-need effort in our community.

Members March in Labor Day Parade

Local 1180 President Arthur Cheliotes led a large contingent of members marching in this year’s Labor Day Parade on Saturday, September 12. Mayor Bill de Blasio launched the parade at 44th Street proclaiming, “it is my honor to declare today that New York City is a union town,” while Senator Charles Schumer told the crowd that if the Democrats retake the Senate in 2016, “we are going to make card check one of our very highest priorities.” In small inset photo, Cheliotes is with NYS Comptroller Thomas DiNapoli.
SPOTLIGHT ON SHOP STEWARDS

Priscilla Carrow
Coordinating Manager Level B
Elmhurst Hospital Center

What year did you join Local 1180? 1994
What year did you become a Shop Steward? 2005

Why did you get involved with the Union? What made you want to become a Shop Steward?

At a young age, I was very involved with helping my grandmother/mother help those who were in need. In 1985, my grandmother asked me to join the Better Community League (BCL) to help organize trips to Albany to the Black & Puerto Rican Caucus. This trip was for the members of the community to speak to our local elected officials concerning the needs in our communities. After joining this organization, I’ve been very successful in joining others. That is why I became a Shop Steward, so I can talk to my members about issues at work and politics, and even though I’ve been around a long time, what I say carries so much more weight because of who I am and what I do in my community.

What have been your most successful accomplishments as a Shop Steward?

Providing guidance and support to members who sometimes can’t get the help they need within their department, and going to Albany to rally for what we want and believe in for our communities and our members.

What are your goals as a Shop Steward?

My goal is to continue to serve the members of CWA with the highest expectation during my time as a CWA Shop Steward, and to never lead them wrong; to serve as a resource for other Shop Stewards, lending experience, knowledge, and expertise to resolve grievances and other problems; and to identify issues that matter to members across the work areas in the various departments and plan for collective action.

What value do you place on unions in members’ lives?

Always keep your contract close to your reach when you have doubt. Read it and abide by it, because this will help solve a lot of your issues and concerns.

What activities/organizations do you belong to outside of Local 1180?

National Council of Negro Women/Empress Life Members Guild, N.A.A.C.P., Corona East Elmhurst Branch, Ericsson Street Block Association 27th & 29th Avenues, Queens Community Board No. 4, Frederick Douglas Democratic Club, Sherwood Village Tenants Association, First Baptist Church, Scholarship Committee, Delegate for the 11th Judicial Convention, Queens County, Queens County Committee, Elmhurst Hospital Center Joint Labor Management Committee as Assistant Co-Chair and Co-chair of the Sports and Recreation Committee, Democratic Association of the 21st Century, Co-Founder You Can Go to College Committee.

“Being a Shop Steward, I can make a difference in someone’s life. With my training I have the ability to reach out to the members and give them guidance, such as following the Weingarten Rights. Members must know what’s in their contract to avoid any issues within the facility. They must know how collective bargaining works when it comes down to negotiating their salaries, time and leave, holiday pay and overtime.”

Willette Slocumb
Coordinating Manager Level B
Health & Hospital Corporation

What made you want to become a Shop Steward?

After transferring from Harlem Hospital to Lincoln Hospital, the safe and comforting guidelines of my Shop Steward Roslyn McKay were unavailable to me. Yes, she allowed me to frequently call her, but she told me that I should become a Shop Steward and help others as she helped me.

What have been your most successful accomplishments as a Shop Steward?

Members’ trust and the mutual respect of allowing me to be their voice is the greatest personal opportunity that has been awarded to me. The personal feeling of belonging and the educational growth that my members have taught and continue to teach me is outstanding. I have developed a vast informative knowledge level of what can happen or what should not have occurred. As a Steward, I have grown in my understanding and tolerance levels. Achieving the “ideal” location of my Local 1180 Bulletin Board at our work site.

Networking Saved our Jobs (On site Excel Training) Member Based, the opportunity to work with Dr. Ram Raju, 20/20 Vision (Partnership), and the educational scholarships of continuous educational growth to its members and their families.

What are your goals as a Shop Steward?

To increase Local 1180 union visibility. Communications and acknowledgement are the keys to effective workers.

What value do you place on unions in member’s lives?

Our CWA member’s lives are better enriched because Local 1180 has educational growth, certificate programs, and Associate, Bachelors and Master Degree programs. We as a union encourage our members to excel and increase their minds and bodies with social and community involvement.

What activities/organizations do you belong to outside of local 1180?

Captain of the Blood Drive-Lincoln Hospital; Active Member of the Employee Recognition Committee (H.E.A.R.T.) - Lincoln Hospital; Accreditation Review Committee – Floor Monitor (Lincoln Hospital); Vice President of the St. Agnes Tent Association H.D.F.C.
April 8, 2015
Meeting called to order at 6:00 p.m. Executive Board Members in Attendance

Officers
Arthur Chelette, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lourdes Avendano, Recording Secretary

Members-at-Large
Robin Blair-Batte, Hilary Bloomfield, Venus Colon-Williams, Charles Garcia, Denise Gilliam, Debra Paylor, Lenora Smith, Lisa Lloyd, Hazel O. Weller

Gloria Middleton, Secretary-Treasurer was away attending to other union business. However, she joined us tonight with the Chris Sheldon Video Teleconference. President Chelette was slightly delayed and First Vice-President Strickland called the meeting to order.

Motion was made to suspend regular agenda in order to welcome Chris Sheldon, Denis Trainor and Sarah Steffens. Gina introduced Chris Sheldon and Denis Trainor. She then introduced Sarah Steffens and Gloria Middleton via Skype. Mr. Sheldon discussed his candidacy for President for CWA. Sarah Steffens discussed her candidacy for Secretary Treasurer of CWA and Denis Trainor discussed his candidacy for District 1 Vice-President for CWA. The Election is June 2015.

Minutes of the March 4, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President’s Report
President Chelette advised the board of the April 7, 2015 press conference regarding the probable cause findings by the Equal Employment Opportunity Commission (EEOC) that NYC discriminates against its Administrative Managers and recommends that payments of $246 million should be rendered for corrective reforms.

President Chelette distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin &. The testimony given was in reference to the required health care savings in the current NYC Collective Bargaining Agreement which covers all employ- ees of the City of New York. The required savings span over a four-year period.

FY PERIOD .................................. $700 million
FY 2015 July 1, 2014–June 30, 2015 ........................................ $400 million
FY 2016 July 1, 2015–June 30, 2016 ......................................... $700 million
FY 2017 July 1, 2016–June 30, 2017 ......................................... $1 billion
FY 2018 July 1, 2017–June 30, 2018 ......................................... $1.3 billion

TOTAL SAVINGS ........................................ $3.4 Billion

As of March 31, 2015 the 2015 savings of $400 Million has been reached. We will continue to update as we proceed with the four FY periods.

Administrative Manager Exam Prep classes continue at Local 1180 for the June 13, 2015 exam... The Department of Education has approved new courses and new exam dates.

CWA District One Lobby Day is scheduled for Tuesday, April 28th and Rent Regulation Laws will top the agenda. All members are invited to participate. Complete details can be found on the website.

Special Elections will be held on Tuesday, May 5, 2015 for the 11th Congressional District of Staten Island and Brooklyn. There is also an open Assembly seat in Brooklyn for the 43rd Assembly District. Local 1180 has endorsed NYC

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

April 8, 2015
Meeting called to order at 6:00 p.m. Executive Board Members in Attendance

Officers
Arthur Chelette, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lourdes Avendano, Recording Secretary

Members-at-Large
Robin Blair-Batte, Hilary Bloomfield, Venus Colon-Williams, Charles Garcia, Denise Gilliam, Debra Paylor, Lenora Smith, Lisa Lloyd, Hazel O. Weller

Gloria Middleton, Secretary-Treasurer was away attending to other union business. However, she joined us tonight with the Chris Sheldon Video Teleconference. President Chelette was slightly delayed and First Vice-President Strickland called the meeting to order.

Motion was made to suspend regular agenda in order to welcome Chris Sheldon, Denis Trainor and Sarah Steffens. Gina introduced Chris Sheldon and Denis Trainor. She then introduced Sarah Steffens and Gloria Middleton via Skype. Mr. Sheldon discussed his candidacy for President for CWA. Sarah Steffens discussed her candidacy for Secretary Treasurer of CWA and Denis Trainor discussed his candidacy for District 1 Vice-President for CWA. The Election is June 2015.

Minutes of the March 4, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President’s Report
President Chelette advised the board of the April 7, 2015 press conference regarding the probable cause findings by the Equal Employment Opportunity Commission (EEOC) that NYC discriminates against its Administrative Managers and recommends that payments of $246 million should be rendered for corrective reforms.

President Chelette distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin & and President Cheliotes distributed and discussed the letter dated April 1, 2015 from Mirkin &. The testimony given was in reference to the required health care savings in the current NYC Collective Bargaining Agreement which covers all employ- ees of the City of New York. The required savings span over a four-year period.

FY PERIOD .................................. $700 million
FY 2015 July 1, 2014–June 30, 2015 ........................................ $400 million
FY 2016 July 1, 2015–June 30, 2016 ......................................... $700 million
FY 2017 July 1, 2016–June 30, 2017 ......................................... $1 billion
FY 2018 July 1, 2017–June 30, 2018 ......................................... $1.3 billion

TOTAL SAVINGS ........................................ $3.4 Billion

As of March 31, 2015 the 2015 savings of $400 Million has been reached. We will continue to update as we proceed with the four FY periods.

Administrative Manager Exam Prep classes continue at Local 1180 for the June 13, 2015 exam... The Department of Education has approved new courses and new exam dates.

CWA District One Lobby Day is scheduled for Tuesday, April 28th and Rent Regulation Laws will top the agenda. All members are invited to participate. Complete details can be found on the website.

Special Elections will be held on Tuesday, May 5, 2015 for the 11th Congressional District of Staten Island and Brooklyn. There is also an open Assembly seat in Brooklyn for the 43rd Assembly District. Local 1180 has endorsed NYC
May 6, 2015

Meeting called to order at 6:00 p.m.

Executive Board Members in Attendance:

Officers

Arthur Cheliotes, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lainie Acevedo, Recording Secretary

Members-at-Large

Robin Blain-Batte, Hilary Bloomfield, Venus Colon-Blair, Charles Garcia, Arthur Cheliotes, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lainie Acevedo, Recording Secretary

President's Report

Motion was made to suspend regular agenda in order to call upon the following: Members of the Executive Board to discuss matters of mutual interest.

Motion was made, seconded and carried to adjourn at 8:10 p.m.

Respectfully submitted,

Lainie Acevedo

Recording Secretary

First Vice President's Report

First Vice President Gina Strickland reported the following:

AGENCY MEETINGS

Housing Preservation & Development (HPD)

April 8, Staff Representative Desirae Waters attended a meeting with Deputy Commissioner Don Shaknali and Deputy Commissioner Josh Cuccio to discuss the Administrative Manager’s List. HPD has received 165-08 88th Avenue, Queens
495 Clermont Street, Brooklyn
NYC District Attorney Office
80 Centre Street, Manhattan
HRA-JREA
350 Church Street, Manhattan
Comptroller’s Office
1 Centre Street, Manhattan
HHC – Renaissance
264 West 118th Street, Manhattan
HRA – Call Center #17
160-08 88th Avenue, Bronx

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

School Construction Authority Contract

Highlights:

• Same Pattern wage increases as the CWA Local 1180 agreement.
• No additional increase to Healthcare.
• 1 sick leave day increased to 3 sick leave days to care for (I family member(s).
• Current year- and 10-year longevity pay increases by contractual percentage raise.
• Increase of Welfare Fund Contributions.
• Add topic “transfer” to labor Management Committee side letter

First Vice President's Report

First Vice President Gina Strickland reported the following:

AGENCY MEETINGS

Housing Preservation & Development (HPD)

April 8, Staff Representative Desirae Waters and met with Deputy Commissioner Don Shaknali and Deputy Commissioner Josh Cuccio to discuss the Administrative Manager’s List. HPD has received 165-08 88th Avenue, Queens
495 Clermont Street, Brooklyn
NYC District Attorney Office
80 Centre Street, Manhattan
HRA-JREA
350 Church Street, Manhattan
Comptroller’s Office
1 Centre Street, Manhattan
HHC – Renaissance
264 West 118th Street, Manhattan
HRA – Call Center #17
160-08 88th Avenue, Bronx

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

The Annual CWA District One Albany Lobby Day on April 22, 2015, was well attended by three buses of CWA Local 1180 members. At the top of the agenda was legislation to strengthen the New York Regulation Laws that are due to expire on June 15, 2015.

Local 1180’s enrollment at CUNY’s Murphy Institute: School of Professional Studies has increased since last year. Recruitment is underway for the Fall 2015 Semester.

We continue to advocate for the movement of the Administrative Manager’s List in 19 New York City agencies. The Administrative Manager and Principal Administrative Associate prep courses continue. If anyone is having difficulty with their on-line courses, please contact our Information Technology Department at 212.331.0960 from Monday to Friday (10:00 a.m. to 5:00 p.m.).

May 1, 2015 — attended the Human Resources Administration (HRA) Employee Recognition Ceremony for staff who reached the 25 year milestone. There were 640 staff honored and 95 and CWA Local 1180 members.

The Healthcare Savings associated with the final year increase of our contract are on target.

Motion was made, seconded and carried to accept the Second Vice President’s Report.
Charles Garcia announced that there will be a rally on May 30, 2015 in support to free Oscar Lopez-Rivera, a decorated Vietnam War Veteran and respected community activist, now one of the longest-held political prisoners in the United States. John B. Pescitelli announced that the HRCU-CSC’s Justice Committee will meet in organizing the members.

The next Executive Board Meeting is scheduled for June 17, 2015.

Motion was duly made, seconded and carried to adjourn at 8:10 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary

JUNE 17, 2015
Meeting called to order at 6:00 p.m.
Executive Board Members in Attendance

Officers
Arthur Cheloties, President; Gina Strickland, First Vice President; Denise Gilliam, Second Vice President; Gloria Middleton, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large
Robin Blair-Rame, Harry Bloomfield, Venus Colon-Williams, Charles Garcia, Denise Gilliam, Debra Paylor, Lenora Smith, Lisa Lloyd, Hazel O. Worley

Minutes of the May 6, 2015 were presented. Motion was duly made, seconded and carried to approve minutes of the May 6, 2015 Meeting.

President’s Report
President Cheloties introduced John B. Pescitelli, President & CEO MITETechnology, for the purpose of discussing “Supplemental Life Insurance,” benefits and services to the members of Local 1180. After discussion, motion was made, seconded and carried to table a decision until the next executive Board Meeting.

President Cheloties discussed the highlights of his schedule since his last Executive Board Meeting.

May 8, 2015 — spoke with First Deputy Mayor Tony Simonis and after the conversation, agreed to have a follow-up meeting. Met with Senator Sanders. Defense Fund over-site Committee (EDC) conference call. President Cheloties attended the retirement reception for DC37 Executive Director Lillian Roberts.

May 10, 2015 — attended First Vice President and Delegates Meeting in New York. Att to discuss the upcoming CWA National Convention.

May 25, 2015 — attended a follow-up meeting at the Department of Environmental Protection (DEP) on the Administrative Manager List. DEP appointed an additional seventeen candidates off the list. President Cheloties was also at attendance at the meeting. Also met with Human Resources Administration (HRA) addressing Administrative Manager List where employees are holding the positions clearly defined as Administrative Manager. HRA acknowledged and intends to rectify this issue. On 6/15/2015 HRA held an administrative manager pool with 6 vacancies. Another meeting is scheduled with HRA on June 19th to address other positions.

June 1, 2015 — Health and Hospital (HHC) and Municipal Labor Committee (MLC) meeting was held to discuss the importance of each union having a representative at the facilities. Labor Caucus meetings and on the Community Advisory Boards (CAB) so we will know Labor Caucus meetings and on the Community Advisory Boards (CAB) so we will know how to address privatization and contracting out of units that impact our members and the communities.

June 2, 2015 — met with New York City Employee Retirement System (NYCERS) to discuss movement of the Administrative Managers list. Agency will get back to us on a follow-up meeting.

June 3, 2015 — improper labor practice charges were filed against Kings County Hospital (ICH) citing retaliation against a shop steward. This was the second and final session. The attorney’s are to submit their briefs by July 15, 2015 to the hearing officer.

June 17, 2015 — met with Taxi and Limousine Commission (TLC) Commissioner Joshis to discuss the Administrative Manager list. Agency has scheduled a hearing pool for Monday, June 22, 2015.

First Vice President Gina Strickland reported the following staff representative activity for the month of May 2015:

Agency walk-throughs: 1
Command disciplines (CD): 7
Counseling Warning Sessions: 1
Hearing Preparations: 6
Hearing: 12

Second Vice President’s Report
Denise Gilliam reported that the DOITT Commissioner advised the T.D. checking account has a balance of $777,109.02 as of C.O.B. June 16, 2015.

Motion was duly made and seconded to accept the Secretary-Treasurer’s Report.

Venus Colon-Williams reported that the National Puerto Rican Day parade was well attended. The Bronx Democratic County Committee, Assemblyman Marcos Crespo, will host the 2015 Annual Dinner on July 16, 2015, recognizing great honor for their commitment to the Bronx.

Charles Garcia announced that the rally on May 30, 2015, in support to Free Oscar Lopez-Rivera, was well attended. On Saturday September 12, 2015, preceding the Annual Central Labor Coun- cil’s Labor Day Parade up Fifth Avenue, at St. Pat- rick’s Cathedral there will be a celebratory mass.

Hazel Worley announced that this year’s annual picnic will be held at Holiday Hills on September 5, 2015.

Denise Gilliam reported that the DODT Commis- sioner would like to meet with President Cheloties.

The next Executive Board Meeting is scheduled for July 15, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:15 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary

Dept. of Education
49-51 Chambers Street, Manhattan
Independent Budget Office
110 William Street, Manhattan
HRA
4 World Trade Center, Manhattan
Dept. of Homeless Services
151 East 151st Street, Bronx
Woodhull Hospital
300 Broadway, Brooklyn
Dept. of Transportation
28-11 Queens Plaza North, Queens
HRA/HASA
1790 Grand Concourse, Bronx
School Construction Authority (Contract)
30-30 Thompson Avenue, Queens
North Bronx Central Hospital
3424 Kosciuszko Avenue, Bronx
NYPD – 911
11 Metropole, Brooklyn

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

Second Vice President’s Report
Second Vice President Gerald Brown reported the following:

Local 1180 continues to meet with Commissioners in 19 NYC Agencies that still have Administrative Manager Promotional lists, which are due to expire on July 29, 2015. The meetings are scheduled to encourage movement of candidates in the respective agencies. In addition, I have prepared a letter for President Cheloties’ signature requesting DCAS to extend the life of Administrative Manager Promotional List. The letter was sent to DCAS on June 1, 2015.

We are receiving complaints from members who work in the recent Administrative Manager Exam on June 13, 2015. The complaints center on the way the exam was administered and the lack of time to adequately answer 100 questions in a 55 plus page questions booklet. In addition, there was a 25 plus page booklet with scenarios which had to be reviewed in the allotted timeframe of four hours. There was also confusion around the issue of having 15 minutes to complete the selective certification exam. Our labor attorney, Joe Speak, will be in attendance at our General Membership Meeting (GMM) on June 24, 2015 to discuss the complaints.

Exam Prep Courses continue for the Principal Adminis- trative Associate Exam that is scheduled for August 3, 2015. The courses are at Local 1180 on Monday evenings from 6:00 – 8:00 p.m. and are also available online.

Earlier this evening, former National CWA Presi- dent Larry Cohen was on the Ed Show to discuss The Trans Pacific Partnership legislation as it moves through the U.S. Congress.

Endorsements
Motion was duly made, seconded and carried to endorse Michael McMahon for District Attorney for Staten Island (Richmond County). Mr. McMa- chon is not expected to have a primary challenge in September. Having said that it is expected to be a general election race in November.

Motion was duly made, seconded and carried to endorse Rebecca Lynch for the vacant NYC Coun- cil seat in the 23rd City Council District of Queens. The race is a primary race in September and is expected to be very competitive.

Motion was duly made, seconded and carried to endorse Michael McMahon for District Attorney for Staten Island (Richmond County). Mr. McMa-

The next Executive Board Meeting is scheduled for July 15, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:15 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary

The Local 1180 Communications Editorial Committee is looking for volunteers interested in writing stories for the quarterly publication. You will need to attend quarterly Editorial Com- mittee planning meetings to discuss story ideas and write one story per is- sue. If you have an interest in writing, are good at it, and want to give back to your union, please send an email to the Local 1180 Communications Director at mmrsenblum@cwa1180.org. Include your name and both a daytime and evening phone number where you can be reached.

Secretary-Treasurer’s Report
Secretary-Treasurer Gloria Middleton reported that at the National Convention the Committee on Civil Rights and Equity presented two contro- versial videos on Black Lives Matter. The Com- mittee met with initial resistance from CWA Law Enforcement members. Subsequently, the videos were applauded by the convention. CWA Local 1180 will be making the same video presenta- tion at the September 2015 General Membership Meeting.

Secretary-Treasurer Gloria Middleton presented the Income and Expenditures Report, as well as the Check Register from March through May. She advised the T.D. checking account has a balance of $777,109.02 as of C.O.B. June 16, 2015.

Motion was duly made and seconded to accept the Secretary-Treasurer’s Report.
### IN MEMORIAM

<table>
<thead>
<tr>
<th>NAME</th>
<th>AGENCY</th>
<th>DECEASED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leslie Abramson</td>
<td>Brooklyn Borough President</td>
<td>8/29/2015</td>
</tr>
<tr>
<td>Barbara Adams Rawlins</td>
<td>Fire Department</td>
<td>3/27/2015</td>
</tr>
<tr>
<td>Julia Anselmii</td>
<td>Health &amp; Hospital Corp</td>
<td>3/6/2015</td>
</tr>
<tr>
<td>Osidis Ayala</td>
<td>Department of Transportation</td>
<td>3/28/2015</td>
</tr>
<tr>
<td>Mildred Bookman</td>
<td>Dept. of Environmental Protection</td>
<td>3/15/2015</td>
</tr>
<tr>
<td>Patricia Bryant</td>
<td>Department of Transportation</td>
<td>3/6/2015</td>
</tr>
<tr>
<td>Joseph Calderon</td>
<td>Police Department</td>
<td>4/11/2015</td>
</tr>
<tr>
<td>Marie Campbell</td>
<td>Police Department</td>
<td>6/30/2015</td>
</tr>
<tr>
<td>Jean Caravella</td>
<td>Dept. of Social Services</td>
<td>5/26/2015</td>
</tr>
<tr>
<td>Joan Ceraso</td>
<td>Dept. of Environmental Protection</td>
<td>7/16/2015</td>
</tr>
<tr>
<td>Karen Coates</td>
<td>Police Department</td>
<td>4/5/2015</td>
</tr>
<tr>
<td>Lynda Coley Home</td>
<td>Dept. of Social Services</td>
<td>9/14/2015</td>
</tr>
<tr>
<td>Frances Cordero</td>
<td>Police Department</td>
<td>6/3/2015</td>
</tr>
<tr>
<td>Michael Corneale</td>
<td>Department of Education</td>
<td>3/15/2015</td>
</tr>
<tr>
<td>Olive Cox</td>
<td>Dept. of Social Services</td>
<td>6/5/2015</td>
</tr>
<tr>
<td>Marian Crumpler</td>
<td>Harlem Hospital Center</td>
<td>1/27/2015</td>
</tr>
<tr>
<td>Michele Davis-Shaw</td>
<td>Police Department</td>
<td>5/29/2015</td>
</tr>
<tr>
<td>William Dawson</td>
<td>Dept. of Business Service</td>
<td>6/6/2015</td>
</tr>
<tr>
<td>Mertice Dawson</td>
<td>NYC Housing Authority</td>
<td>3/7/2015</td>
</tr>
<tr>
<td>Anne De Loreto</td>
<td>Health &amp; Hospital Corp</td>
<td>3/28/2015</td>
</tr>
<tr>
<td>Rose De Martino</td>
<td>Dept. of Social Services</td>
<td>8/16/2015</td>
</tr>
<tr>
<td>Debra Draft</td>
<td>Finance Administration</td>
<td>7/22/2015</td>
</tr>
<tr>
<td>Ann Drakakis</td>
<td>Finance Administration</td>
<td>8/10/2015</td>
</tr>
<tr>
<td>Mary Fahey</td>
<td>Housing Preservation &amp; Development</td>
<td>3/28/2015</td>
</tr>
<tr>
<td>Rita Fishman</td>
<td>Department of Personnel</td>
<td>4/3/2015</td>
</tr>
<tr>
<td>Marilyn Foster</td>
<td>Dept. of Social Services</td>
<td>7/10/2015</td>
</tr>
<tr>
<td>Mildred Gatling</td>
<td>Dept. of Health &amp; Mental Hygiene</td>
<td>3/2/2015</td>
</tr>
<tr>
<td>Portia Grimes</td>
<td>Dept. of Social Services</td>
<td>6/30/2015</td>
</tr>
<tr>
<td>Wilma Halsey</td>
<td>NYC Housing Authority</td>
<td>3/30/2015</td>
</tr>
<tr>
<td>Betty Heizenroth</td>
<td>Health &amp; Hospital Corp</td>
<td>3/31/2015</td>
</tr>
<tr>
<td>Ida Henderson</td>
<td>Department Of Education</td>
<td>3/3/2015</td>
</tr>
<tr>
<td>Margaret Hochholz</td>
<td>Finance Administration</td>
<td>6/15/2015</td>
</tr>
<tr>
<td>Sarah Hyman</td>
<td>Dept. of Social Services</td>
<td>3/20/2015</td>
</tr>
<tr>
<td>Geneva Jackson</td>
<td>Dept. of Social Services</td>
<td>5/6/2015</td>
</tr>
<tr>
<td>Charity Johnson</td>
<td>Department Of Education</td>
<td>7/2/2015</td>
</tr>
<tr>
<td>Marion Junghans</td>
<td>Dept. of Social Services</td>
<td>6/23/2015</td>
</tr>
<tr>
<td>Cheryl Kammerer</td>
<td>School Construction Authority</td>
<td>4/11/2015</td>
</tr>
<tr>
<td>Anne Kelly</td>
<td>Dept. of Social Services</td>
<td>3/22/2015</td>
</tr>
<tr>
<td>James Kermee</td>
<td>Woodhull Medical Center</td>
<td>4/9/2015</td>
</tr>
<tr>
<td>Stephen Laurette</td>
<td>Administration for Children Services</td>
<td>3/15/2015</td>
</tr>
<tr>
<td>Robert Lewis</td>
<td>Office of Court Administration</td>
<td>3/10/2015</td>
</tr>
</tbody>
</table>

### ABOUT OUR MEMBERS

- Condolences to Audrey Henderson, Shop Steward at the Department of Taxi and Limousine and a member of several Local 1180 Committees, on the passing of her nephew, NYPD Officer Royston Ferguson.
- Condolences to Debra Tyndall, Coordinating Manager, Ambulatory Care, Kings County Hospital Center, on the death of her mother Pearl Best.
- Condolences to Valerie Freeman, Administrative Manager, on the death of her grandmother Mired Ivey.
- Congratulations to Naomi Carpenter, former 1180 Board Member, who turned 97 this month. Doris Searcy (Member at Large) and Elaine Allman (Former Secretary-Treasurer) visited with Naomi at her home in the Bronx.
- Condolences to Charmaine Lebrew (PAA 2) from QEP Brooklyn Customer Services on the death of her grandfather Albert Lebrew, Sr. on October 1, 2015.
NEW SHOP STEWARDS

Congratulations to the following Shop Stewards who were elected between April and July 2015.

Joyce Brennan
HRA
4/06/2015
Sheila Harris
Dept. of Education/
Div of School Facilities
6/30/2015
Jasmine Flores
Planned Parenthood
4/09/2015
Jamie Brown
HHC/Harlem Hospital
7/01/2015
Michael Walczyszyn
DEP
4/10/2015
Donna Dunmore
Dept. of Correction
7/20/2015
Sandra Acker
HRA/MIS
6/18/2015

CWA LOCAL 1180 COMMITTEE LISTING

Please note, where meeting date is not listed, contact Chair for date. All meetings start at 6 p.m. and are held at Local 1180 with the exception of the Borough Coordinating Committees. For their location and start time, contact the respective Borough Coordinator.

Education Committee  Linda Jenkins, Chair
ljenkins@cwa1180.org

Legislative and Political Committee  Gerald Brown, Chair
gbrown@cwa1180.org

Women's Committee  Bernice Selman, Chair
Bernsel17@gmail.com

Next Generation Committee  Ryan Bruckenthal, Chair
rbruckenthal@cwa1180.org

Organizing Committee  Steve Ferrer, Chair
sferrer@cwa1180.org

Editorial Committee  Marc Rosenblum, Chair
marci@rwdgroup.com

Civil Rights and Equity Committee  Gloria Middleton, Chair
gmiddleton@cwa1180.org
Meeting: 1st Thursday of each month

Community Services Committee Meeting  Patricia Ruffin, Chair
gmiddleton@cwa1180.org
Meeting: 1st Thursday of each month

Art, Event and Entertainment Committee  Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting: 2nd Tuesday of each month

People with Disabilities Committee  Alan Goldblatt, Chair
cwaanimal@aol.com
Meeting: 1st Wednesday of each month

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

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

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

Coordinating Committees
Brooklyn Borough Coordinating Committee  Hazel O. Worley, Borough Coordinator
hworley@cwa1180.org
Meeting: 2nd Monday of each month

Bronx Borough Coordinating Committee  Venus Williams, Borough Coordinator
vvilliams@cwa1180.org
Meeting: Last Friday of each month

Queens Borough Coordinating Committee  Robin Blair-Batte, Borough Coordinator
rblair@cwa1180.org
Meeting: TBA

Remember to Like us on Facebook
CWA Local 1180
Communique

The National Civil Rights and Equity Committee (CREC), at this year’s Convention, took on the current challenges facing African American males in the United States. Obviously this is an extremely controversial topic, as CWA in California has police and sheriffs as members. While the report originally focused on the theme of “Black Lives Matter,” an amendment was discussed to change the heading to “Black Lives Matter. All Lives Matter.” Discussion ensued and after some back and forth, “Black Lives Matter. All Lives Matter” remained the heading. As we listen to and read different media reports about this topic, it is obvious that while all lives do matter, too many turn a blind eye toward the constant barrage of attacks on black lives. What follows is a synopsis of the CREC report presented at the Convention.

Michael Brown, an unarmed black teen, was shot and killed by a white police officer in Ferguson. This tragic killing raised outrage and action in Ferguson’s black community, which is more than 60 percent of the population. But, this community is policed by a force that is nearly 95 percent white. Politics failed and fueled the fire. Black residents were left out of the political process, with only 1 in 10 black voters participating in elections.

And, this lack of participation was reflected in Ferguson’s institutions. The City Council had six seats, but only one of those was held by an African-American. The mayor was white. The City Manager was white.

Why be surprised? With a 22 percent black poverty rate along with troubled residents and politicians with no vision, you end up with disillusionment and unrest.

While it took many days for leaders to show concern and respond to the situation, we wondered why they weren’t talking about the core issues at play. Is it because police brutality and racism are not issues our political leaders want to address, particularly in election years? Are politicians afraid of taking on racially changed debates?

Are they afraid of driving people of color to the polls in record numbers?

Clearly, the vast majority of police officers are good, conscientious, and responsible professionals who respect the rights of every citizen in communities they serve. However, it is impossible to ignore that staggering numbers of innocent and unarmed minority citizens are brutalized and even killed during encounters with police, without anyone being held accountable.

Racism in law enforcement is a complicated and controversial issue. It is an issue that keeps us divided and fighting amongst ourselves at the very time when we need to come together, work together, and understand together the root cause of this and other problems in our society. If we focus only on black versus white, on police versus civilian, we will continue to argue and fight amongst ourselves.

Nothing will be accomplished; things will only get worse. We must dig deeper and understand how we got here. Only then will we see a pathway deeper and understand how we got there.

But, the proper role of law enforcement is not the only challenge we face. Injustice takes on many forms, sometimes subtle and sometimes overt. We refer to these injustices as the “isms.” The common, everyday biases that so powerfully impact our lives.

**Capitalism**

An economic and political system in which a country’s trade and industry are controlled by private owners for profit, rather than by the state. Unrestricted capitalism has led to the largest wealth inequality since the Great Depression and created two social classes the haves and the have nots.

**Militarism**

The police response to recent peaceful public protests has shown that law enforcement responses have become overly aggressive. We are not terrorists. We are not soldiers. We are Americans using our right to peaceful protest. This ideology of Militarism in our state and local police must be stopped.

**Racism**

Prejudice, discrimination, or antagonism directed against those of a different race based on the belief that one’s own race is superior. It is an unavoidable fact that millions suffer from the scourge that is racism every single day. As a union, we must ensure that we fight against injustice wherever it appears.

**Classism**

Prejudice or discrimination on the basis of social class. At a time of extreme inequality, classism increasingly defines the social structure of our country. Politicians in both parties cater to a donor class that is separate and disconnected from the vast majority of America. When the policies of the lower and middle classes conflict with those of the donor class, the lower and middle classes always lose out. It is our core mission to fight for the rights of hardworking men and women and CWA must continue that fight on all fronts.

**Ageism**

Stereotyping and discriminating against individuals or groups on the basis of their age. Organizations are strongest when innovative ideas are combined with knowledge gained from years of experience.

**Sexism**

The prejudice, stereotyping, or discrimination of a person’s sex based on the belief that one’s sex, typically the male, is naturally superior to the other. Although any type of discrimination is damaging, women are intentionally victimized daily through legislative laws and regulated changes that attempt to prevent them from making their own choices about their bodies and their health. We are a union built on blood, sweat and determination fostering equality for all issues regarding women’s rights.

The “isms” we face often stem from the wrong and misleading stereotypes associated with the many labels that are attached to us all. As we look forward, we see a country that is increasingly diverse; a country where individuals will increasingly come from different backgrounds. Our country and union are made up of people from a variety of races, ethnicities, genders, sexual orientations, economic and social classes, counties of origin, and faith traditions. Without a doubt, these are origins to be proud of, to celebrate. But, undoubtedly, individuals will be labeled, accurately and falsely, based on these differences. As we look forward, we must recognize these labels. But, we must also look beyond them.