FIGHT FOR $15

50 YEARS OF STRUGGLE
BUT THE STRUGGLE NEVER ENDS

UNION GETS BACK
EXPERIENCE DIFFERENTIAL PAY
TOTALING $51,519 FOR MEMBERS

50th Anniversary
Local 1180
COMMUNICATIONS WORKERS
CELEBRATES ITS
50th Anniversary
CWA Local 1180 marked its 50th year as a union in New York City with a celebratory dinner on October 30, 2015. The monumental occasion brought together more than 300 friends, guests, Shop Stewards, and supporters of Local 1180 who came to celebrate the Local’s golden anniversary.

1180 President Arthur Cheliotes welcomed all attendees with the following: “This is truly a monumental occasion for Local 1180. It was 50 years ago, in 1965, that we started as members of the Municipal Management Society — the predecessor association to CWA Local 1180. Members knew they needed a union with full bargaining rights, and sought out and joined the Communications Workers of America after considering AFSCME and the Teamsters. Back then we had only 1,100 members, but we were CWA’s very first public sector local. By the late 1970s, our Local had grown to around 4,000 members, and by the early 1990s, our numbers surpassed 10,000.”

Local 1180 today is the largest public worker local in the Communications Workers of America. It is one of the most active in community services, politics, and certainly in innovation. Twenty-five years ago, President Cheliotes is quoted as saying, “In the quarter century since we began, Local 1180 has made great strides for ourselves and for the people of the City of New York. Our work affects all New Yorkers as we guide those who deliver services to this great metropolis.”

And those words still ring true today.

“Less than a year after we became the newly formed CWA Local 1180, we signed a contract and achieved 9 percent wage increases, established minimum salaries for the titles we 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,” Cheliotes said.

“Now, 50 years later, we have made great strides, fighting for and winning significant achievements. It’s this determination and pride in fighting for our members and all workers, despite the attacks we face today, that will ensure Local 1180 and the entire labor movement continue the fight to achieve dignity, justice, and respect for every worker.”

Local 1180 honored four very special and unique individuals who have made a difference in the labor movement and who inspire others to do the same. Cheliotes said that their individual contributions to labor have helped shaped both the Local and the overall labor movement.

The first honoree was CWA President Chris Shelton, who received the Morton Bahr Leadership Award. Since 2005, he has been Vice President of CWA District 1, representing 160,000 members in more than 300 CWA locals in New Jersey, New York, and England. Prior to his election as Vice President, Chris was assistant to the District 1 Vice President, responsible for contract negotiations and the thousands of collective bargaining agreements covering District One members.

Gloria Middleton, Local 1180 Secretary-Treasurer, and NYC Public Advocate Letitia “Tish” James, were both honored with the 1180 Humanitarian Award. Middleton is the current Secretary-Treasurer of Local 1180, a position she has held since January 1, 2003. In her tenure, Local 1180 has become financially more stable than ever before, ensuring dues payments are made timely from the National CWA, auditing procedures and reports to the Department of Labor are accurate and timely, and expenditures are reported and approved every month by the Local’s Executive Board.

Letitia James is the second highest ranked elected official in the City, made history in 2014 by becoming the first woman of color to hold citywide office in New York City. In less than two years, Letitia James has transformed the Office of the Public Advocate to deliver real results and reforms for all New Yorkers.

Greg Mantsios, Director of the Joseph S. Murphy Institute, received the Lifetime Achievement Award for Promoting Labor Education. Mantsios has served as a higher education officer for more than 30 years, establishing college degree programs for non-traditional students, particularly those from poor and working class backgrounds. These programs have provided thousands of students with an opportunity to earn college degrees, mostly in the areas of public service and advocacy work.

Middleton, in receiving her award, spoke about her passion for equal rights: “My passion is to help in the fight for equal rights for everyone. As far as this country appears to have come from the days of the Civil Rights movement of the 50s and 60s, we still have so much further to go. We need to remember that we cannot stick our heads in the sand and think that equality for all is just going to happen by osmosis. It takes the efforts of all of us to keep this country going in the direction that leads to what the forefathers of this country wrote in the constitution.”

And she practices what she preaches as she is chairperson for the Local’s Committee on Civil Rights & Equity, is currently Chairperson of the CWA National Committee on Civil Rights & Equity, and is also a member of the CWA Minority Caucus.

“Reaching 50 years as a Union is a tremendous milestone,” Cheliotes said. “We have achieved great successes in our first half century and look forward to what we will be able to accomplish in the next 50 years.”

Local 1180 is giving back to the members it represents by using proceeds from the dinner to establish a college scholarship fund. The Union has formed a special committee to work on finalizing specifics of how the scholarship program will work, who can apply, and what the criteria will be. Once finalized, information will be posted on the Union’s website.
In 2012 and again in 2013, when scores of New York City fast-food workers walked off job sites, most political pundits and economic gurus dismissed their $15-per-hour wage demand as “tilting at windmills.” Corporate powers shrugged and Wall Street yawned. They wagered the cause would just fade away.

But on tax day 2014, the campaign known as Fast Food Forward staged the largest protest by low-wage workers in U.S. history. At least 60,000 workers — maybe as many as 75,000 — marched and demonstrated in more than 230 U.S. cities demanding the $15 hourly wage. Their ranks were swelled by other low-wage workers, including adjunct professors, home-care aides, Walmart workers, airport workers, and child-care aides. And the conversation about America’s dangerous income disparity and pervasive wealth gap was back where it should be — in the national spotlight. All of sudden, the movement was not so quixotic, corporate windmills began to tilt, and the prospects of positive outcomes seemed very real.

Unions backed the play from the beginning, helping to organize protests and providing financial contributions. It makes sense because unions have been hammering out these same themes since the 1970s. Local 1180 President Arthur Cheliotes rarely misses an opportunity to keep the focus on economic injustices that thwart our members, and impoverish millions of low-wage American workers — rampant inequality, wage stagnation, concentration of wealth at the top of the income pyramid, and corporate greed. The Service Employees International Union (SEIU) has funded “Fast Forward” to the tune of several million dollars. In a piece by Steven Greenhouse and Jana Kasperkevic (Guardian, April 2015), SEIU President Mary Kay Henry was quoted as saying: “There is no price tag you can put on how this movement has changed the conversation in this country. It is raising wages at the bargaining table. I believe we are forcing a real conversation about how to solve the grossest inequality in our generation. People are sick of wealth at the top and no accountability.”

And the momentum continues to build. In September 2015, the New York State Labor Commission gave final approval for a bill that requires New York State-based fast-food franchises (those with more than 30 locations in the U.S.) to pay workers $15 per hour. On January 6 of this year, Mayor de Blasio announced a $15-per-hour wage minimum for all City workers to be phased in by 2018. This will have a direct effect on 20,000 low-paid City workers and 30,000 workers contracted by the City. Two days earlier, Governor Cuomo said that the lowest paid State University of New York employees will receive an incremental raise that will reach the $15 minimum by 2021. San Francisco, Los Angeles, Long Beach, CA, and Seattle have already agreed to the $15 minimum. Washington, D.C. will vote on the issue in 2016. On an even more positive note, the wage plans for San Francisco, Los Angeles and D.C. will continue to increase the minimum, after the $15 rate is reached, based on either the consumer price index or the rate of inflation. Other states that have indexed minimum wage hikes to inflation going forward include Oregon, Arizona, Ohio, New Jersey, Florida, Montana, Missouri, and Colorado.

President Obama promised to campaign hard to raise the current federal minimum from $7.25 to $10.10 per hour before he leaves office, and he has the support of the Democratic legislature. While 71% of all Americans now support raising the federal minimum wage to at least $10.10 per hour, Republicans have blocked amendments to raise the federal minimum from even coming to a vote.

Presidential candidate Bernie Sanders, at a Fight for $15 rally in South Carolina recently, said, “Let me thank you not only for what you are doing here, but for what your fellow workers are doing all over this country. And I’ve been pleased to march and struggle with all workers in this country who are fighting for $15 an hour and a union. We are the wealthiest country in the history of the world. People should not have to work for starvation wages!”

The potential voting bloc of 64 million low-wage workers could elect the next president if they turn out to vote for the candidate most likely to work to raise their wages.

Most reasonable Americans know that a substantial raise of the minimum wage is long overdue and sorely needed. Such a raise would be a life-saver for low wage workers, a benefit to the vast majority of our workforce, and as a convincing and growing body of evidence now indicates, a boon for the economy in general. Yet despite the evidence, corporate interests, Tea-Party types, and anti-living wage lawmakers continue to peddle dark-age myths about how it would hurt the economy, be bad for business, raise taxes, and corrupt the initiative of American workers.

President Cheliotes recently talked about the Fight for 15 and his thoughts on some of the anti-raise rhetoric. When asked about the notion being pushed that the minimum wage was never meant to be a living wage to support a family on, he said that this generation just refuses to pull themselves up by the bootstraps, Cheliotes had this to say: “tell anyone making that argument that they are lying or didn’t do their homework. Tell them to read American history and learn what the Fair Labor Standards Act states and what Franklin D. Roosevelt had to say. He’d roll over in the grave if he heard that nonsense.”

Although the Fair Labor Standard Act didn’t become law until 1938, FDR set the stage in his 1933 State of the Union, saying: “no business which depends for existence on paying less than living wages to its workers has any right to continue in this country. By business I mean the whole of commerce; by workers I mean all workers, the white collar class as well as the men in overalls; and by living wages I mean more than the bare subsistence level. I mean the wages of decent living.” Cheliotes also advised that if you really study the issue, you could probably find precedent for minimum wage/living wage initiatives that date back long before the FDR era.

There is actually one incorporation of a “living wage” as far back as 1381, when it was set to the price of food during the reign of King Richard II of England. By the crown, even then they indexed based on inflation. The first example of minimum wage laws in modern times took place in Australia in 1894. It began as a four-year experiment and was limited to six industries. Eight years later, the laws covered 150 industries and were extended to Western Australia and New South Wales. In 1909, Winston Churchill, then President of the Board of Trade, introduced England’s first minimum wage
“You’ve heard the “old saw” about a rising tide lifting all boats. If we raise the floor, it should follow that our ceiling will also start to rise.

— Arthur Cheliotes, Local 1180 President

law. Churchill said at the time: “It is a serious national evil that any class of His Majesty’s subjects should receive less than a living wage in return for their utmost exertions...Where you have a powerful organization on both sides...there you have healthy bargaining which increases the competitive power of industry...but where you have no parity of bargaining, the good employer is undercut by the bad, and the bad employer is undercut by the worst...where those conditions prevail, you have not a condition of progress, but a condition of progressive degeneration.”

There is an argument among union members and supporters that the Fight for 15 won’t have a big impact on most union members who already earn well more than minimum wage, and many of these low-wage workers will never unionize due to high turnover. So why should unions spend resources to support the Fight for 15?

According to Cheliotes, “You’ve heard the ‘old saw’ about a rising tide lifting all boats. If we raise the floor, it should follow that our ceiling will also start to rise. I’ve seen it work at the bargaining table. With a $15 minimum wage in the works, our argument is stronger that as Administrative Managers, professionals serving at the very top of our bargaining class, we should be compensated at a better rate than the current $27 per hour. That’s one of the practical arguments. But we should be on board with this because, morally and ethically, it’s the right thing to do. We’re in the fight together.”

Here are some of the other specious arguments against implementing a living wage:

• A high minimum wage will be bad for businesses and jobs will be lost.

This theory has been refuted time and again. Modern research shows that the majority of states that increased minimum wages during periods of high unemployment outpaced the national average for job growth. Studies in the Economic Policy Institute show that a $15 minimum wage would benefit 81 million Americans. Families would have increased purchasing power and be able to buy more goods. According to the Los Angeles Economic Round Table, the wage hike would generate an additional $9.2 billion in annual sales, create more than 50,000 jobs, and lift 4.6 million Americans out of poverty.

• Most of these low-wage workers are teenagers, high-school kids flipping burgers.

Statistics show that 88% of minimum and sub-minimum wage workers are adults and one-third are more than 40 years of age.

• My taxes will go up to support the wage increase.

Our tax dollars are currently supplementing the corporate profits of Walmart and McDonald’s to the tune of $153 billion per year. That’s what the government pays to supplement the salaries of their workers who earn below poverty levels. The Congressional Budget Office estimates that the government forks over about $8,800 annually to the lowest income households but only $4,000 to those earning at least $35,000. That’s the full-time salary for one employee making $15 per hour. Do the math.

Very few, if any at all, can clearly define how America got to this dangerous level of wealth and income inequality, but most economists agree that we are on the edge of an abyss. America now boasts the biggest gap between wage growth and productivity growth in the industrialized world. There are a myriad of factors that have led us to this point, such as the political desertion of labor unions, the exploitation of dicey finance, deregulation of our financial institutions, and privatization to name a few. Whether or not these factors were part of a grand plan to redistribute wealth into the hands of a greedy and glutinous elite may be a moot point; but that is what has happened.

We’re in a perfect storm, and this tide may sink all boats. Look at the Fight for 15 as a sign of hope that we can turn the tide and weather the storm. But as Churchill said, we need a powerful organization on both sides. For working men and women, that’s always meant union.”
Our Local celebrated our 50th anniversary at the end of last year. During these five decades of existence, we have earned the reputation of being very effective fighters for our members. Though we don’t always win, management knows we will always be prepared to stand with our members in the best traditions of the labor movement.

We made considerable progress in the last half century for City workers in our Union as we fought to get similar pay, pensions, and benefits that unionized, private sector workers did following the Second World War. In the 1960s, the American people demanded that the nation live up to the democratic principles they fought for during World War II. The civil rights movement demanded that government work for the rights of all the people. Martin Luther King, Jr. was assassinated while fighting for the rights of public workers to organize and to form a union for the Memphis sanitation workers.

In New York City, welfare workers, motor vehicle operators, and transit workers took the lead in the 1960s by striking for better wages, better benefits, and a voice on the job. That’s when wages and conditions improved considerably for unionized City workers. Members of the Municipal Management Society, our forerunner, realized that the status and title of Manager or Assistant didn’t pay the bills or put food on the table. They were reacting to the success of other unionized City workers who were earning more, so they organized and were granted a charter with the Communications Workers of America on Mayday 1965.

The right to form a union for City workers gave them the power to catch up with unionized workers in private industry. In addition to better wages, better health benefits were negotiated, including dental and prescription drugs. Then, due to their organized power, City unions won pension benefits that surpassed those offered to workers in New York’s banking and insurance industries.

Bankers and corporate bosses immediately took notice as their workers began to leave to take City jobs where wages were now competitive and offered comparable benefits and much better pensions. The outraged banks and insurance corporations needed to either improve pay and pensions for their workers or fight to cut them for City workers; they chose the latter. They sent lobbyists to Albany and bought the legislative votes to make negotiating pensions illegal for public workers and they passed a reduced pension plan Tier 2 in 1973. This started the many tiers that followed. We are now up to Tier 6 as defined benefit pensions in the private sector became rare with the decline of unionized workers in the private sector.

The bankers were not finished with City workers though. When bankers faced defaults on loans they made overseas, their reserves dropped to dangerous levels. Bankers needed to raise cash so they demanded payment of the City’s short-term revenue anticipation notes. These were short-term loans needed to run the City’s operations until taxes were collected later in the fiscal year. Without these loans, the City lacked the cash to conduct operations, which lead to the fiscal crisis where thousands of City workers were laid off and negotiated wage increases were delayed for years.

Thousands of police officers and firefighters were laid off, but few of Local 1180’s members were. Most had permanent civil service bumping rights with considerable seniority. The federal government refused to allow loan guarantees. The famous headline of the crisis was “Ford to City: Drop Dead.”

It was the Financial Control Board created to secure the loans that effectively shut down contract negotiations; thus, bankers effectively blocked the union’s ability to continue to improve the standard of living of our members. Despite everything, it was our pension funds that eventually provided the needed cash so the City could continue to operate.

The New York City fiscal crisis was a turning point for union workers in our nation. The era of concessionary bargaining came of age. Bankers and corporate bosses found a model that allowed them to force governments to do their bidding by creating a crisis and then cashing in on the bailout. Unions were put in a position of fighting to keep what their members had rather than demanding an improved standard of living. Job security became the priority over wage and benefit improvements. Unions, the middle class engine, began to falter throughout the nation. No longer would a single wage earner be able to provide the income needed to move to a better neighborhood, buy a nicer car, or send the kids to college. Many working families responded by having both spouses work, some ran up credit card debt, and others took home equity loans.

When I was elected President in 1979, my wife and I were a dual-income family. We had two children and a third on the way, a mortgage, car payments, and a gold fish. Bankers and corporate bosses were taking over the economy and private sector unions were their target as they continued losing membership as public sector unions were still growing. I found myself fighting for my members and my own family.

A few years later on August 2, 1981, Ronald Reagan fired 13,000 air traffic controllers and the most important weapon of unions — the right to strike — was effectively stripped from unions. Following his example, corporations began firing strikers as the economy stagnated; the rich were given billions in a tax bonus when Reagan cut the top tax rate for millionaires, from 70% down to 28%. They used this billion dollar bonanza to buy up media companies, thus controlling what Americans see, hear, and read, and they started buying state and federal legislators who further rigged the system in their favor.

Despite the rigged system against working families, our Union was able to keep pace with the cost of living. During this time, we had some great accomplishments. We won two Labor Board decisions against Bloomberg for bargaining in bad faith during Administrative Managers’ negotiations and now have dates for binding arbitration. We did this by leading the fight to stop a fourth term of Bloomberg’s policies by stopping Christine Quinn’s mayoral attempt with the ‘Anybody But Quinn’ campaign. In addition, we elected a mayor who finally negotiated wage increases. We also won a Federal EEOC determination against the City directing them to end the suppression of the Administrative Manager minimum wage rate.

We increased the number of Local 1180 field staff to better service members and increased work site lunch meetings to update members on contract issues and benefits. We increased the five-year experience differential, established 10-year RRP (recurring increment payments), and established a 15-year longevity payment. Since 1979, we quadrupled members’ salaries while keeping our dues among the lowest of any municipal union. We organized new titles that brought more than 2,000 new members into the union and upgraded job classifications of members in many City agencies.

We created a free dental plan option, low-cost generic mail-order prescription drug program, and annual eyeglass benefits. We established an annuity program for members and invested those funds wisely; the interest members earn on investments averages 7% annually. Our Union also established a high quality comprehensive legal benefits program covering most civil matters at no cost to the member.

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When we first began as a union 50 years ago, our goal was to achieve the wages, benefits and pensions of unionized private sector workers. Now private sector workers are demanding the wages, benefits and pensions that we have.
The Legislature allows participation in the law-making process from citizens of the state. Thousands of laws have been the result of ideas from people like you, the citizens, and that is why it is important to understand the process.

While many of our bills are introduced in the Legislature, that is not always the case. The Legislature allows participation in the law-making process from citizens of the state. Thousands of laws have been the result of ideas from people like you, the citizens, and that is why it is important to understand the process.

Anyone can think of ways for New York State to be a better place to live. You start with an idea and follow with research on the subject matter. Once you feel ready to move forward, discuss the idea with an elected official from the Legislature. The conversation can be initiated with a Senator, Assembly person, or both. Usually the legislator will let you know if your idea has merit and can stand up to challenges. If there are anticipated weaknesses in your idea, the legislator may be helpful with improvements. When the process is complete and is ready for the next step, a legislator will sponsor the bill and solicit co-sponsors (other legislators). When the bill is introduced, it is assigned a number (e.g. A1234 in the Assembly and S1234 in the Senate) and the bill will be known and referred to by those numbers.

It is important to be aware that all bills requiring an expenditure of state funds must be sent to the Ways and Means Committee. The Committee will determine if the state can afford the costs associated with the bill, and if not, the bill dies. Similarly, bills that impose criminal and civil sanctions must go before the Codes Committee.

Once the bill passes the necessary hurdles and before it is voted upon, it is put before committees made up of small groups that review and analyze the contents. If the committees approve it, then the bill is put on the calendar for a full Legislative vote, which must be approved by at least 50% of the Legislature in order to move forward. Needless to say, during this period many lobbying efforts must be put into play in support of the bill. Once a bill passes in one house, it must pass in the other house with the same 50%. Be mindful that during this process, once the final wording of the bill is printed, it must be on Legislators' desks for a minimum of three days before the vote and there can be serious debate on the bill before the official vote.

If your bill is fortunate enough to pass both houses, it will then be sent to the Governor for his/her signature. Once on the Governor's desk, it must be acted on within 10 days or it automatically becomes law. However, if the Governor vetoes the bill, it must then return to both Houses and receive a 2/3 yes vote in order to override the Governor's veto. If the override is successful in both Houses, the bill becomes law. If an override is necessary, lobbying efforts kick into high gear in support of the bill.

Understanding this process will allow you to develop your ideas into a bill. Oftentimes, there are other individuals and even Legislators who have the same ideas as you and just have not started the process of getting a bill drafted.

On a final note, be aware that a bill moves through the Legislature during a Legislative session, which is a calendar year. If your bill does not pass in the Legislative session in which it was introduced and the vote is close, you should consider starting the process again in the next Legislative session. By doing so, you can build on your initial groundwork and lobbying efforts, and get much closer to being successful in having your bill passed.

So, begin to do what you can do to make life better in New York State and start to transform your good ideas into good laws. All of us will benefit from your actions.

Union Gets Back Experience Differential Pay for Members

By Evelyn Rodriguez

Coming into money comes in all forms: via chance, reward, investment, and of course, hard work. For the 8,000-plus members working at City agencies, non-profits, and other organizations that comprise Local 1180, a guaranteed paycheck is the payoff every two weeks for that hard work. Sometimes, however, there is more to a paycheck than just the base pay. As varying salary adjustments are made after five, 10, and 15 years of service with recurring increments, service longevity, and experience differential. While most members are aware of their salary “add-ons,” it’s important to check paycheck stubs to be sure this additional money is actually included.

Local 1180 Staff Representative Venus Williams said that an employee of the New York City Police Pension Fund (PPF) recently came to the Union office stating that only one of her colleagues was receiving the experience differential. The PPF worker also said that the same worker receiving the experience differential was the only worker who did not get a merit increase.

Experience differential is given to employees with permanent, competitive civil service status who have served five years at an assignment level. These employees are entitled to receive a one-time salary adjustment per year for their experience.

After some exploration into the matter, the Union discovered that every member given a merit increase was not getting the experience differential. Williams said the Union disputed this in a letter to labor relations of the New York City Police Pension Fund, which did not agree with Local 1180. Consequently, both the Union and PPF agreed to contact the NYC Office of Labor Relations.

Slightly more than a month later, on September 3, 2015, the NYC Office of Labor Relations agreed with the Union and awarded the experience differential — totaling a whopping $51,519.61 — to these seven PPF staff members. A salary adjustment introduced in the 1980s was once again gained satisfactorily.

Members who believe they are entitled to experience differential pay should contact their Personnel office to be directed to the appropriate person(s) to make the salary adjustment. Money is retroactive up to six years. Once confirmed, the adjustment is expected within two weeks with the exception of retroactive funds that take an additional two to three pay periods to arrive.

Local 1180 highly encourages all members to look at their paycheck stubs upon receiving them to be sure all monies expected are in fact included in the check. Williams said it’s significantly easier for the Union to deal with these issues as they arise, rather than years after the fact.
Harlem Hospital Union Day
From left: Anthony Scruggs, Executive Vice President of Local 768; Patti Jacobs, CWA Local 1180; Andre Green, Assist Director Law Enforcement Division of Teamsters Local 237; Roxanne Romney, NYS Nurses Association Representative; Nola Brooker, DC37 Director of Professional Division; Nate Franco, Local 768 Shop Steward; Herbreana Young, Local 1180 Shop Steward; and Darren Welty, Local 1180 Staff.

Women’s Committee Collection for the Holidays
The CWA Local 1180 Women’s Committee one again collected socks, scarves and hats during the 2015 holiday season that were donated to Children of Parents With AIDS (COPWA). The organization was established in 1995 and has done remarkable work so far. The Women’s Committee chose COPWA as the recipient of the collection in order to help ease their load of providing for these children.

Seawright Fundraiser
Local 1180 Executive Board members attended a January 7 fundraiser for State Assemblywoman Rebecca Seawright, held at Ironworkers Union Local 46. Seawright is a strong supporter of the labor movement so 1180 was there in return showing its support for her re-election. Pictured are 1180 E-board members Denise Gilliam and Hilary Bloomfield, Local 46 President John Skinner, State Assemblywoman Rebecca Seawright, E-board member Debra Paylor, CWA 1180 Retiree Janice Walcott and E-board member Lisa Lloyd.

Employee Recognition
Local 1180 Staff Representative Catherine Alves (second from right) was on hand for the DEP Employee Recognition ceremony that honored Ava George (PAA) for her 25 years of service, Stephen Keane (PAA) for 30 years of service, and Cheryl Salley (Administrative Manager) for 25 years of service.

The NYCERS Employee Recognition Ceremony in October 2015 honored the following four Local 1180 members for their long-time commitment to the job: Dietra Williams (PAA) for 15 years, Karen Ayton (PAA) for 20 years, Vernice Copeland (PAA) for 25 years, and Arthur Weiss (Computer Associate Tech Support) for an amazing 55 years! 1180 President Arthur Cheliotes and Staff Representative Desiree Waters attended the event to offer congratulations.
On October 23, 2015, almost 200 young workers from 51 NYC Central Labor Council-affiliated unions, including CWA Local 1180, convened at IATSE Local 52 headquarters in Queens for the first NYC Young Workers Conference. Also present were workers in the process of being organized, and unorganized workers interested in becoming union members. The event included sessions on the importance of workers’ voices and storytelling in helping to improve conditions for all working people. The conference proved to be a valuable tool in bringing together members of the next generation of trade unionists to discuss how to effectively share their personal stories as workers as a way to help promote unionism and activism.

Health Care’s a Hot Topic

CWA District 1 Health Care Coordinating Council’s 2015 Annual Conference was held October 8-9, 2015 at the 1180 headquarters. The purpose of the two-day event, attended by eight different CWA Locals, was to talk about health care issues in general and discuss ways to improve safe staffing.

Groundbreaking Ceremony

at Cypress Hills Housing Project

CWA 1180 Executive Board Member Charles Garcia attended a groundbreaking ceremony for the Cypress Hills Housing project. The Union is involved in the Cypress Hill Housing rezoning process that will relocate 50,000 people for the Mayor’s housing development in East New York and affect housing and new union jobs in the area.

Toy Drive 2015

The Civil Rights and Equity Committee Service’s 2015 Toy Drive was successful thanks to the generosity of the members who donated more than 275 toys. This year’s main recipient of the toys was the Cook Center Grammar School for Artistic children in Manhattan. Smaller toy donations were also made to Full Effect Gospel Ministry; Samaritan Village, a homeless shelter for families; and Volunteers of America Greater New York. The Committee received tremendous feedback from toy recipients who were so appreciative of everything they received during the holiday season.

Walk 4 Hearing

On September 27, 2015, CWA Local 1180 joined the Hearing Loss Association of America (HLAA), the largest U.S. consumer advocacy organization for people with hearing loss, in its annual WALK 4 HEARING in Riverside Park. CWA 1180 was the first union in the nation to sponsor the event at which 71 teams representing 2,000 walkers raised $166,000, with CWA 1180 contributing almost $2,000.

Pictured top row from left: Alan Goldblatt, Mike Pricoli, Edward M. Yood; middle row from left: Helen Jarrett, Kathy Klem, Dora Camacho, Shirley Littman, Norma Lynch, Sarah Wong; bottom row from left: Stephanie Miller, Kallai Shell-Griffin, Dorothy Jelks, Floretta Sage, and Otissa Dillard.
Minutes of the July 15, 2015 Executive Board meeting

President's Report

President Cheliotes presented a follow-up report from John B. Peschel, President & CEO M3Technology, regarding further discussion of the Supplemental Life Insurance benefits, and services to the members of Local 1180. Motion was made, seconded and carried to accept Mr. Peschel's proposal.

President Cheliotes discussed the administration of Administrative Manager’s exam and regarding the effort to lower prescription costs. Motion was made, seconded, and carried to adjourn at 8:00 p.m.

Second Vice President’s Report

Second Vice President Gerald Brown reported:

Local 1180 continues to meet with Commission in New York City agencies that still have Administrative Manager Promotional Promotions due to expire on July 29, 2015. The meetings are scheduled to encourage movement of lists in the succinct agencies. In addition, I have prepared a letter for President Cheliotes’ signature requesting DCAS to extend the life of the Administrative Manager Promotional List. The letter was sent to DCAS on June 1, 2015.

We are receiving complaints from members who took the recent Administrative Manager’s Exam on June 13, 2015. The complaints center around the way the exam was administered and the lack of time to adequately answer 100 questions from a 55-plus page questions booklet. In addition, there was a 25 plus page booklet with scenarios that 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, Joel Spivak, will be in attendance at our General Membership Meeting (GMM) on June 24, 2015 to discuss the Exam.

Exams Courses continue for the Principal Administrative Associate Exam scheduled for August 3, 2015. The courses are at Local 1180 on Monday evenings from 6:00 p.m. – 8:00 p.m. and are available on line.

Earlier this evening, former National CWA President Larry Cohler 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. McMahon is not expected to be a primary candidate in September. Having seats expected to be a general election race in November.

Motion was duly made, seconded, and carried to support Rebecca Lynch for the NYC Council 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 NYS Senator Ruth Hassell Thompson for Mayor of Mount Vernon, NY. Currently, part of Mount Vernon is included in the Senator’s NYS Senate District. It is expected to be a highly competitive primary race with more than 4 candidates vying for the nomination.

A motion was duly made, seconded, and carried to support the Raise of Age Legislation (S642 and A6762). The Bill amends and enacts various provisions of the law to raise the age of adult criminal responsibility from 16 to 18 years of age. This would allow youth who are charged with a crime to be treated in a more age appropriate manner.

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

Secretary-Treasurer’s Report

Secretary-Treasurer Gloria Milender reported the National Eligibility Workers Association will be hosting the 40th Anniversary celebration in San Antonio Texas from August 9, 2015 until August 12, 2015. Lisa Bryant and Edward Roberts are being honored. Motion was made, seconded, and carried to pay the registration fee. The next General Membership Meeting will be held on September 24, 2015 at 6:00 p.m. at SEIU 32BJ, 25 W 18th Street.


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

Motion was duly made, seconded, and carried to adjacency at 8:00 p.m. Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Records August 12, 2015

Meeting called to order at 6:30 p.m. Executive Board Members in Attendance

OFFICERS

Arthur Cheliotes, President; Gerald Brown, Second Vice President; Gloria Milender, Secretary-Treasurer, Lourdes Acevedo, Recording Secretary

Members-at-Large

John B. Peschel, President, President & CEO M3Technology, regarding the development of a primary race in September.

July 2, 2015 — Held a 6 Harrison Street development meeting.

July 3, 2015 — Held DFOC conference call regarding members working in media.

July 6, 2015 — Attended meeting with Participation Commissioner Anna Bermudez regarding movement of Administrative Manager list.

July 7, 2015 — Held staff meeting to discuss preparations for the celebration of the CWA Local 1180’s 50th Anniversary.

July 8, 2015 — Conference call with Human Resource Administration Commissioner Steve Banks regarding movement of the Administrators memroized list. Held a strategy meeting with the Labor Advisory Board Members regarding making the Murphy Institute into the School of Administrative Managers.

Minutes of the July 15, 2015 were presented. Motion was duly made, seconded and carried to accept the Minutes with necessary corrections.

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

June 18, 2015 — Held conference call with Office of Labor Relations (OLR) and Joel Spivak, CWA Local 1180’s attorney, regarding Office of Collective Bargaining (OCB) filing regarding Administrative Manager's exam.

June 19, 2015 — Met with Jonathan Westin in charge of $15 minimum wage. Going after hedge funds and knowing they don’t play by the rules.


July 2, 2015 — Met with Arthur Marcus, Director of Board of Education from the Board of Education.

June 23, 2015 — Met with Shaun Francois, President of Local 372, regarding cafeteria workers and retirement system members. Held staff meeting and discussed grievance manager proposed.

June 24, 2015 — Met with Kevin Gallagher regarding the development of 6 Harrison Street. That evening held general membership meeting with Union members.

June 29, 2015 — Attended the Working Family Party Gala Event.

June 29, 2015 — Met with Shaun Francois, President of Local 372, regarding cafeteria workers and retirement system members. Held staff meeting and discussed grievance manager proposed.

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

Second Vice President’s Report

Second Vice President Gerald Brown reported:

Local 1180 continues to meet with Commission in New York City agencies that still have Administrative Manager Promotional Promotions due to expire on July 29, 2015. The meetings are scheduled to encourage movement of lists in the succinct agencies. In addition, I have prepared a letter for President Cheliotes’ signature requesting DCAS to extend the life of the Administrative Manager Promotional List. The letter was sent to DCAS on June 1, 2015.

We are receiving complaints from members who took the recent Administrative Manager’s Exam on June 13, 2015. The complaints center around the way the exam was administered and the lack of time to adequately answer 100 questions from a 55-plus page questions booklet. In addition, there was a 25 plus page booklet with scenarios that 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, Joel Spivak, will be in attendance at our General Membership Meeting (GMM) on June 24, 2015 to discuss the Exam.

Exams Courses continue for the Principal Administrative Associate Exam scheduled for August 3, 2015. The courses are at Local 1180 on Monday evenings from 6:00 p.m. – 8:00 p.m. and are available on line.

Earlier this evening, former National CWA President Larry Cohler 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. McMahon is not expected to be a primary candidate in September. Having seats expected to be a general election race in November.

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

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

Secretary-Treasurer’s Report

Secretary-Treasurer Gloria Milender reported the National Eligibility Workers Association will be hosting the 40th Anniversary celebration in San Antonio Texas from August 9, 2015 until August 12, 2015. Lisa Bryant and Edward Roberts are being honored. Motion was made, seconded, and carried to pay the registration fee. The next General Membership Meeting will be held on September 24, 2015 at 6:00 p.m. at SEIU 32BJ, 25 W 18th Street.


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

Motion was duly made, seconded, and carried to adjacency at 8:00 p.m. Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Records August 12, 2015

Meeting called to order at 6:30 p.m. Executive Board Members in Attendance

OFFICERS

Arthur Cheliotes, President; Gerald Brown, Second Vice President; Lourdes Acevedo, Recording Secretary

Members-at-Large

John B. Peschel, President, President & CEO M3Technology, regarding the development of a primary race in September.

July 2, 2015 — Met with Kevin Gallagher and Danielle Ferrier regarding Murphy Insti-
Second Vice President’s Report
Second Vice-President Gerald Brown reported the following:
May 31, 2015 — Quarterly Provisional Report listed 506 Administrators in the following agencies:
Manhattan Borough President .......................... 6
Office of the Comptroller .............................. 1
Office of Emergency Management ........................ 1
Tax Commission ........................................... 1
Department of City Planning ................................ 2
Department of Investigations .............................. 2
Teachers Retirement System ............................. 2
Fire Department ............................................. 28
F.D.A. ......................................................... 9
Department of Youth and Community Development . 27
Manhattan Community Board #7 ......................... 1
Bronx Community Board #3 ............................. 1
Bronx Community Board #5 ............................. 1
Department of Small Business ................................ 40
Housing Preservation and Development .................. 3
Department of Buildings .................................. 79
Office of Administrative Trials and Hearings .................. 1
Department of Sanitation .................................. 16
Department of Transportation ............................ 37
Department of Parks and Recreation ...................... 158
Department of Information Technology and Technology ... 2
Department of Record and Information Services ........... 2
Department of Cultural Affairs ............................. 1
DCAS ......................................................... 14
Bronx District Attorney ..................................... 1
Kings County District Attorney .......................... 20
Queens District Attorney ................................... 1
DCAS has published the 2016 Exam Schedule. DCAS has proposed:
2. Principal Police Communications Technician (Promotional Only): Tentative filing dates are 1/1/16 – 1/29/16.

2015 DCAS Reported Appointments from Administrator Management Promotions Lists (#529)

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The Political Action Committee interviewed candidate Alicia Hyndman for the open seat in the 29th Assembly District in Queens, NY. She is running in the New York State Primary on September 10, 2015. The Committee made an endorsement recommendation to the Executive Board.

A motion was made, seconded, and carried to endorse Alicia Hyndman.

The Local 1180 endorsement list for the September 10th Primary included three: Alicia Hyndman, 29th Assembly District in Queens, NY; Rebecca Lynch, 23rd Council District in Queens, NY; and Ruth Hasset-Thompson, Mayor of Mount Vernon, NY.

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

Charles Garcia handed out flyer The U.S. Mail is not for Sale Boycott Staples. Your mail service and local post office is in jeopardy. He also announced that effective September 11, 2015, he will be retiring after 42 years of City Service.

Venus Williams proposed that CWA Local 1180 send out special invitation letters for retirement seminars to members of retirement MUNY, UNY, and CUNY. Later that day he met with Donna Elbay, President CWA Local 1183.

September 2, 2015 — He held a conference call with Chris Sheldon, Lauren Countos of North-eastern university, to discuss the Coalition of Labor Unions and climate change. Later that day he met with Greg Mantis, Director of the Murphy Institute.

September 3, 2015 — President Cheliotes met with Ryan Brucelenthal and Eric Mains to discuss the organizing work Ryan will be doing for Local 1180 with non-profits and NLRB. President Cheliotes met with member of the Murphy Institute, UNY, and Jay Hershenson, Senior Vice Chancellor, to discuss labor school for the City University of New York.

September 5, 2015 — He attended the CWA Local 1180 Annual Picnic at Holiday Hills, which was again a huge success.

September 8, 2015 — President Cheliotes conducted a weekly staff meeting.

September 9, 2015 — President Cheliotes participated in a Labor Round Table discussion in the Red Room at City Hall. Later that day he met with Former Assemblyman Roger Green and Dr. John Flateau from Medgar Evers College regarding a proposal for the Murphy Institute to establish a school for civil servants at the college.

September 10, 2015 — President Cheliotes met with Central Labor Council (CLC) President Vinne Avarez and New York State AFL-CIO President Mario Clentino, to discuss the upcoming Supreme Court Case Friedchicks vs California Teachers Association that may have serious ramifications on Labor Unions.

September 11, 2015 — Held a conference call with DYOC. Later that day he held a strategy meeting with N. Pinn, Kevin Gallagher, and CWA Local 1180 Fund Administrator Dwight Kerns.

September 12, 2015 — He marched in the Annual NYC Labor Day Parade on 5th Avenue, NYC.

September 14, 2015 — President Cheliotes met with Felix Manos, President of Queens College, and Greg Mantis to discuss labor programs.

September 15, 2015 — President Cheliotes met with NYC DCAS Commissioner Stacey Cumberbatch, to discuss ways to help conduct meetings to discuss ways to help develop a Sick Leave Donation Program that mirrors the City’s program.

New York City Housing Authority (NYCHA) is conducting meetings to discuss ways to help develop their fiscal deficit.

Private Sector

Amnesty International reached a contract settlement in August and was subsequently signed in September 2015.

Planned Parenthood has two contracts: Marga-ret Sanger Center and Consumer Service Reps. Management wants to reopen the contracts to raise the salaries in order to be able to recruit new employees.

First Vice-President Gina Strickland reported the following staff representative activity for the months of June, July, and August 2015:

Activity June July Aug
Agency Walk Through .................................. 1 5 2
Command Discipline (CD) ............................ 3 5 2
Counseling Warning Sessions .......................... 3 2 0
EOO Investigation / Interview .......................... 3 1 3
G.O. 15 — HVAC .................................. 6 0 1
Hearing Preparations .................................... 3 6 3
Hearings ............................................... 5 12 12
Investigative Hearings ................................... 3 6 1
Labor Management Meetings .......................... 15 8 8
OATH ................................................. 1 1 2
Supervisory Conference .................................. 5 3 2
Off Site Member Meetings .............................. 3 2 3
Site Member Meetings .................................. 7 15 11
Walk Ins .............................................. 4 4 1
Appointments ......................................... 4 4 10
Telephone calls received ................................. 768 723 559
Bronx District Attorney’s Office 188 E. 163 St., Bronx
DOT/ Queens Borough President 120-55 Queens Boulevard, Queens
NYC Fire Department 4088 Shore Road, Ft. Totten, Staten Island
NYC Department of Transportation 120-55 Queens Boulevard, Queens
Cumberland Hospital 110 North Portland Avenue, Brooklyn
Corrections – Manhattan House 125 White Street, Manhattan
Corrections – Human Resources Division 75-20 Astoria Boulevard, Queens
Tari and Limousine Commission 32-02 Queens Boulevard, Queens
Henry J. Carter (HHC) 1752 Park Avenue, Manhattan
Queens Hospital 82-68 164 St., Queens
HRA HASA Greenwood Center 88 Third Avenue, Brooklyn
Lincoln Hospital 234 E. 149 St., Bronx
NYC Comptroller’s Office 1 Centre Street, Manhattan
Planned Parenthood (Margaret Sanger) 26 Bleeker Street, Manhattan
Department of Environmental Protection 59-17 Junction Boulevard, Queens
NYC Department of Environmental Protection 1 Centre Street, Manhattan
NYC DOH Health and Hospitals Corporation 120-55 Queens Boulevard, Queens
HRA HASA 505 Clermont Avenue, Brooklyn
HRA SNAP #20 275 Bergen Street, Brooklyn
Dept. of Homeless Services 151 East 151 St., Bronx
Susan Smith McKinney (HHC) 594 Albany Avenue, Brooklyn
Administration for Children’s Services (ACS) 165-15 Archer Avenue, Queens
ACS 492 First Avenue, Manhattan
Parks and Recreation Olmsted Center 117-2 Roosevelt Avenue, Queens
HRA HASA 1790 Grand Concourse, Bronx
School Construction Authority 30-30 Thomson Avenue, Queens
Motion was duly made, seconded and carried to accept the First- Vice President’s Report.

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

2015 DCAS Reported Appointments from Administrative Manager Promotion Lists (46529)
August: Human Rights #1
August: Tari and Limousine Commission #2, 6, 9
August: Agency for Children Services #3, 4, 6, 7, 12
August: Department of Health and Mental Hygiene #18, 22, 26, 29, 33
September: Human Resources Administration #72, 82, 97, 98, 101, 104, 106, 109, 114, 118, 120, 121, 126, 129, 131, 134, 136
September 2015 Update to the 51 Administrative Manager Promotional lists (46529) Expiration Date: July 29, 2016.
Second Vice President’s Report
Second Vice-President Gerald Brown reported the following endorsements for the November 3, 2015 election:
- Rozanne Persaud 19th Senate District in Brooklyn
- Pamela Harris 46th Assembly District in Brooklyn
- Alicia Hyndman 23rd Assembly District in Queens
- Barry Goldberg 23rd Council District in Queens
- Michael McMahon Staten Island District Attorney
- Motion was duly made, seconded, and carried for the five endorsements.

Second Vice-President Gerald Brown advised that 2015 DCAS Reported additional Appointments from Administrative Manager Promotion List (A5629).

October
Department of Finance
- #10, 42, 60

Second Vice President Gerald Brown advised of the following Civil Service List expiration dates:
- Administrative Manager Promotion List expiration date is July 7, 2016.
- Principal Administrative Associate Promotion List expiration date is February 23, 2016.
- Principal Administrative Associate Open Competitive List expiration date is July 6, 2016.

Second Vice President Gerald Brown advised that Public Advocate Tish James announced that he will issue a New York City worst landlords list on November 5, 2015.

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

Secretary-Treasurer’s Report
Secretary-Treasurer Gloria Middletown presented the Transaction Detail report from September, 2015 as well as the Check Register. She advised the T.D. checking account has a balance of $974,647.42 as of C.O.B. October 13, 2015.

Secretary-Treasurer reported the CWA Local 1180 Annual Picnic was a huge success. There were 2,216 in attendance (1,881 adults and 325 children).

Secretary-Treasurer Gloria Middletown reported that CWA Local 1180 will be hosting our 50th Anniversary Celebration on Friday, October 30, 2015, at Three Sixty, 10 Debrosses Street, New York, NY. Four honorees will be presented with Awards. Proceeds from the event will be used to establish CWA Local 1180 Scholarship Fund to benefit children of Local 1180 members.

Denise Gilliam and Hazel Worley were approved to attend the upcoming conference of Coalition of Labor Union Women (CLUW).

Secretary-Treasurer Middletown reported the following membership activities as follows:
- September
- New Members: 57
- Terminations: 0
- Deceased: 0

The next General Membership Meeting will be held on Wednesday December 2, 2015 at 6:00 p.m. at FDNY, 9 Metrotech Center, Brooklyn, NY 11201.

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

Recording Secretary Report
CWA Local 1180 and DC37 working with DSNY, TLC, and OOP management on establishing a Quality of Work Life Committee.

Friday September 25, 2015, I attended the National Latino Officers Assn. 19th Annual Dinner/Dance Fundraiser. The President Anthony Miranda presented two posthumous awards to the families of First Grade Detectives Wenjan Liu and线昌楠 Raimos. The third award was presented to the son of Deputy U.S. Marshal Zacharias Toro who died as a result of cancer that he developed following his assignment to assist in the search and rescue efforts at the World Trade Center site immediately following the 9/11 Terrorist Attacks. His health continued to deteriorate and passed away on June 14, 2015. The Honorable Scott M. Stringer was also acknowledged and presented with proclamation. Commissioner Stringer is committed to boosting Minority Women Business Procurement in City Agencies. The comptroller hud closed out the 2014 Making the Grade NYC Report Card on minority/women-owned businesses enterprise report.

Also honored were the Honorable State Senator Chuck Schumer and U.S. Marshall Michael Greco.

Wednesday, September 30, 2015, Secretary Acevedo attended New York City Comptroller Scott M. Stringer’s Hispanic Heritage Month Celebration. American Idol performer Karen Rodriguez opened with (Hero). Scott Stringer welcomed distinguished guests and honorees.

He presented the NYC Comptroller’s proclamation to Executive Director, District Council 37 Henry Garrio, Group Contact Chief Meredith, Hispanic Media Chrisy Marrero and President and CEO of the Committee for Hispanic Chil-dren and Families, Inc. Gisea Bonilla.

Venus Williams announced that she attended Charles Garcia’s Recognition Ceremony sponsored by LCLAA and it was a success. Venus Williams attended the Board that the Hispanic Committee will sponsor a Hispanic Heritage Month Celebration on Saturday, October 17, 2015. The Honors on of Manhattan Community College at 199 Chambers Street, at the Richard Harris Terrace. Complete details can be found on the website www.cwa1180.org.

Denise Gilliam announced the Women’s Com-mittee will participate at this year’s American Cancer Society’s Breast Cancer walk in Central Park. She also announced that on Saturday, October 3, 2015, the Women’s Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Commit-tee is collecting socks, hats, and scarves for the homeless.

The next Executive Board Meeting is scheduled for Monday, December 14th.

Motion was duly made, seconded and carried to adjourn at 8:00 PM.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 16, 2015
Meeting called to order at 6:35 p.m.
Executive Board Members in Attendance
Officers
Arthur Cheliotes, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large

Abesent Lenora Smith

Minutes of the October 14, 2015 were pre-sented, duly made, seconded and carried to accept minutes with necessary cor-rections.

President’s Report
President Cheliotis discussed the highlights of the CWA since the last Executive Board Meeting.

October 15, 2015 — Attended the renaming Ceremony of the Municipal Building in honor of Former Mayor David N. Dinkins. Also in atten-dance were: Gina Strickland, First Vice Presi-dent, Gerald Brown, Second Vice President; Gio-ra Middleton, Secretary–Treasurer; and Hazel O. Worley, Member at Large. Later that day met with Doug McCabe regarding training for the Drupal Website Design Programs. Drupal training starts November 19, 2015.

October 22, 2015 — President Cheliotis met with John A. R. Alston, Local 1180’s attorney, and Stephanie Thomas expert on discrimination from Cornell University.

October 23, 2015 — President Cheliotis at- tended the court hearing at NYC Supreme Court regarding FODL request Article 78 for the City to release EEO data on City titles. Judge ruled in Local 1180’s favor.

October 24, 2015 — President Cheliotis was a panel speaker at the DC37 Legislative Confer-ence on Health and Hospital Corporation (HHC). Presentation was well received by the audience.

October 26, 2015 — President Cheliotis held a conference call with Bernard Steinz and Nu Pen regarding the development of the build-ing.

October 27, 2015 — President Cheliotis met with the Civil Service Commission regarding ap-plications by City workers. Later that day, attended a negotiating session with Bernard Steinz and developer.

October 28, 2015 — President Cheliotis con-ducted a Town Hall meeting discussing numer-ous issues.

CWA Local 1180’s new prescription drugs plan contract with American Health will be effective January 1, 2015. A new prescription card will be mailed to the membership.

October 29, 2015 — President Cheliotis attend-ed New York City Employee Retirement System (NYCERS) Employee Celebrations. President Cheliotis later that day, met with Councilmember Julissa Ferreras and Greg Mantsios to discuss CUNY extension of the Labor School.

October 30, 2015 — Spoke with Barbara Bowen, President of Negotiations for the University of Professional Studies. Later that day, held a confer-ence call with CWA Defense Fund Oversight Committee (DFOC) to discuss various grants. That evening attended the CWA Local 1180 50th Anniversary Celebrations. President Cheliotis later that day, met with Joel Spivak in preparation of the Adminis-trative Manager’s upcoming Arbitration.

November 1, 2015 — President Cheliotis held a conference call with Yetta Kurland, Scott Levin-son, and Joel Spiwak regarding the EDOE Case.

November 2, 2015 — Held meeting with Dwight Kearns, Jason Kuhns, John Kuhns, Philip Marcus and Bruce Pratt regarding MS Technolo-gies replacing Krouse and Champa. Later that day met with State Senator Diane Savino and Greg Mantsios to push along the establish-ment of the school of labor. Later that day, held a conference call with DFOC regarding Growth Fund Grants.

November 9, 2015 — President Cheliotis at- tended the Brooklyn Borough Committee Meeting.

November 10, 2015 — Held a meeting on Drupal Training. Later that day conducted the weekly staff meeting with the Advance Group.

November 16, 2015 — Conducted follow-up calls with union attorneys in reference to EEO case. Later that day, conducted a meeting with Disability Pension Attorney Stuart Sallows for members needing to obtain disability pensions due to the job injury. Later that day President
Cheliotis conducted a monthly Executive Board meeting.

President Cheliotis distributed and discussed the November 2015 organizing report prepared by Stephen M. Ferrer. He distributed a letter from the Public Advocate Letitia James regarding EEOC Charge 520-2015-0072. He also presented the EEOC determination, news release regarding EEOC probable cause finding that NYC discriminates against its employees.

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

First Vice President’s Report
First Vice President Gina Strickland reported
October 9, 2015 — First Vice President Gina Strickland and Staff Representative Venus Williams attended the roll out plan recently adopted by the New York City Police Department (NYPD) for all civilian employees at 1 Police Plaza. A survey submitted to civilian employees by the Police Department was distributed, collected, and broken down into committees with the civilians and management. Civilian employees now have an electronic transfer policy with two days acknowledgment. They have an Employee Assistance Program outside of the Police Department. They also set career building, financial planning seminar and Power Point training.

October 9, 2015 — Staff Representative Robin Blair-Batte attended NYCHA Employee Recognition Ceremony. The upcoming Supreme Court Case Friedricks v California Teachers Assn. et al will potentially impact all unions. The CWA District 1 conducted Right to Work PAF Training Program. We had six volunteers for this five-week program: Helen Jamett, Alicia Smith, Lue Gibson, Deborah Valentin, Norma Lynch, and Carol Punter.

11 Site meetings; 244 Members educated; 185 employees by the Police Department was distributed, $2,300. She also announced that on Saturday, Debra Paylor announced the Women’s Committee participated in this year’s American Cancer Society’s Breast Cancer walk in Central Park. They raised $1,300 and CWA Local 1180 matched up to $1,000, making the grand total $2,300. She also announced that on Saturday, October 3, 2015, the Women’s Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Committee is collecting socks for the homeless. The next Executive Board Meeting is scheduled for December 14, 2015. Motion was duly made, seconded, and carried to adjourn at 8:20 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary

Congratulations to Carole Silverman, PAA, who retired on October 1, 2015, after working 44 years at Kings County Hospital Center. She was a CWA 1180 member for 36 years, and a Shop Steward and Activist for 21 years. When she began working at Kings County Hospital in 1971, it was with a title not represented by CWA 1180. In 1979, Carole became a Principal Administrative Associate, thereby joining CWA 1180. In 1994, she was elected Shop Steward and became more active in the Union by assisting members with their job issues, attending rallies, marching in the Labor Day Parade, meeting with Legislators in Albany, modeling in the Civil Rights Committee’s Multi-Cultural fashion show, and actively participating in the Women’s and Political Action Committees. Carole’s other interests are old films, music, extensive travel, (she lived, worked, and traveled in UK, Iran, and Israel, as well as traveled Europe, the Caribbean, Scandinavia, former Soviet Union, USA, and Canada), peace organization activities, aerobics, hiking, dancing, writing, diversity and history. Since her retirement, Carole works out in a gym every morning doing Zumba, Pilates, Yoga, and exercise machines. She also belongs to a weekly writing group, theatre group, monthly book club, and spends plenty of times meeting with friends. “Are you sure you’re actually retired Carole?”

The Hispanic Committee once again collected pajamas in December to donate to Women in Need, a shelter for single mothers who find themselves with nowhere to go. Thanks to the generosity of members who made the donations, nearly four dozen pair of pajamas were delivered.

MOTION WAS DUELY MADE, SECONDED, AND CARRIED TO ACCEPT THE SECRETARY–TREASURER’S REPORT.

The next General Membership Meeting will be held on Wednesday, December 2, 2015, at 6:00 p.m. at FDNY 9 Metrotech Center, New York, NY 11201. Motion was duly made seconded, and carried to accept the Secretary-Treasurer’s Report.

Venus Williams thanked the Board for sending Charles Garcia, Lisa Lloyd, Leandro Monzon, Regina Kelly and herself to the 2015 Somos Conference. Venus Williams announced that Charles Garcia lost a brother. Debra Paylor announced on October 29, 2015, she attended the New York Coalition of Labor Union Women (CLUW) and subsequently became a member along with Hilary Bloomfield. She also attended the Rally for $15 with Lisa Lloyd, Hilary Bloomfield, and Robin Blair-Batte.

Debra Paylor announced the Women’s Committee participated in this year’s American Cancer Society’s Breast Cancer walk in Central Park. They raised $1,300 and CWA Local 1180 matched up to $1,000, making the grand total $2,300. She also announced that on Saturday, October 3, 2015, the Women’s Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Committee is collecting socks for the homeless. The next Executive Board Meeting is scheduled for December 14, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:20 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary
NEW SHOP STEWARDS

Congratulations to Shop Stewards elected between September 2015 and January 2016

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<thead>
<tr>
<th>Name</th>
<th>Agency</th>
<th>Deceased</th>
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COMMUNIQUE

50 Years of Struggle But the Struggle Never Ends

Continued from page 6

Our Union established and improved our educational programs at Queens College and the Murphy Institute to help more than 1,500 members earn certificates, Bachelor’s and Master’s college degrees needed to improve their opportunities to advance in their careers. We also established computer training programs in our own Local 1180 training facility and negotiated course offerings at agency facilities.

We established with the Joseph S. Murphy Institute and The School of Professional Studies at CUNY a College Degree Health Care Certificate Program for HHC members and a College Degree Public Administration Certificate Program for all members.

We have made sure Local 1180 is a leader in fighting for working families at the workplace, in the community, and in the political arena, and have gained the respect of our fellow unions as a leader in the fight for labor and civil service.

When we first began as a Union 50 years ago, our goal was to achieve the wages, benefits, and pensions of unionized private sector workers. Now private sector workers are demanding the wages, benefits, and pensions that we have.

Our struggle continues and we face growing challenges. Nothing we have is guaranteed unless we are willing to keep our union strong. That is why we are expanding member participation in the struggle; organizing our members, co-workers, families, and neighbors; educating ourselves and the public; fighting for economic and social justice; demanding government by and for the people.

Our fight is a fight for the entire labor movement. The difference is that Local 1180 takes the lead. 

ARThUR CHELIOTES

50 Years of Struggle But the Struggle Never Ends

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NEW SHOP STEWARDS

Congratulations to Shop Stewards elected between September 2015 and January 2016

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<td>Sherifat Prout</td>
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Lessons of the Leo Frank lynching 100 years later

AN INJURY TO ONE IS AN INJURY TO ALL

By Edward M. Yood

As a Caucasian, anti-racist, Jewish CWA 1180 member, I proudly marched in the Union's contingent at a December 13, 2014, New York City march of many thousands protesting the epidemic of police murders of black youth, including Michael Brown in Ferguson and Eric Gardner in Staten Island. Inspired by the solidarity of both youth of color and young white anti-racist activists in the Black Lives Matter Movement, I joined CWA 1180's Next Generation Committee as a mentor.

Black Lives Matter is a theme that could travel back at least as far as 1915 with the lynching of a young Jewish man, Leo Frank, for a crime he did not commit — simply because he was Jewish. Leo Frank's story is still relevant today when bigotry now takes the form of frequent police killings of black youth and when politicians such as Donald Trump spew racial hatred to keep out immigrants who happen to be Muslim or Mexican.

I remember reading what the great civil rights leader Dr. Martin Luther King, Jr. wrote in 1963 in Letter from a Birmingham Jail: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

At an August 17, 2015, memorial at Mount Carmel Cemetery in Queens, New York City Councilman Rory Lancman sponsored a City Council Proclamation commemorating the centennial of Frank's lynching that was given to Frank's grandniece. Due to my family's connection to this case, both I and my sister Judith Yood Guttmann were invited to the ceremony where we heard Rabbi Steven Lebow and others in Georgia's Jewish community are still fighting for complete exoneration of Leo Frank.

It was pointed out at the Memorial that anti-Semitic hate crimes increased 29% in the U.S. in the first five months of 2015. One site of such hatred is in Pine Bush, New York, which this year agreed to pay litigants $4.48 million for failing to protect the Jewish students there from anti-Semitic bullying, swastikas drawn on walls, desks, lockers and other school property, slurs and other intimidation such as classmate leading "white power" chants and making Nazi salutes.

In 1990, the state of Georgia granted Frank an incomplete partial pardon, acknowledging the state's failure to protect Frank from the lynching and its failure to bring Frank's killers to justice, but refusing to recognize Frank's innocence of the crime for which he was unjustly convicted. On the centennial of his lynching, Rabbi Steven Lebow and others in Georgia's Jewish community are still fighting for complete exoneration of Leo Frank.

In 2009, representing the NYC Department of Sanitation's Hebrew Spiritual Society, I met a survivor of the refugee ship the SS St. Louis that in 1939, carrying Jewish refugees from Nazi-occupied Europe attempted to land in the U.S. Society, I met a survivor of the refugee ship the SS St. Louis that in 1939, carrying Jewish refugees from Nazi-occupied Europe attempted to land in Florida. The ship was not permitted to land in America, and returned to Europe where many perished and were among the six million Jews butchered by the Nazis along with countless numbers of disabled, LGBTQ people, and others.

A 1939 cartoon entitled "Ashamed," portrayed the Statue of Liberty holding a sign to the Jewish Refugee Ship "Keep Out."