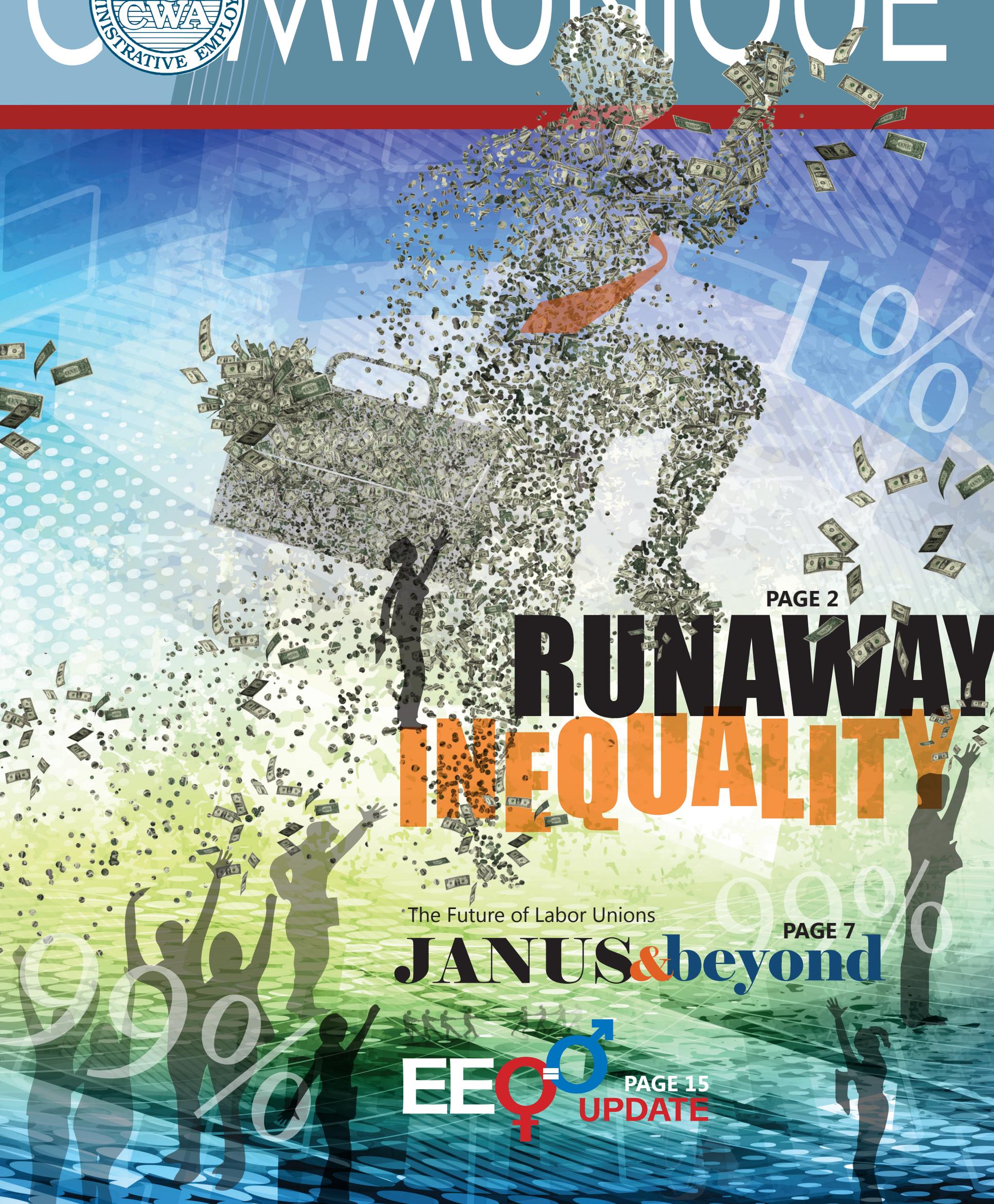


COMMUNIQUE



PAGE 2

RUNAWAY INEQUALITY

The Future of Labor Unions

PAGE 7

JANUS & beyond

EE ♀ = ♂
PAGE 15
UPDATE

RUNAWAY INEQUALITY

“The United States is among the richest countries in all of history. But if you’re not a corporate or political elite, you’d never know it. In the world working people inhabit, our infrastructure is collapsing, our schools are laying off teachers, our drinking water is barely potable, our cities are facing bankruptcy, and our public and private pension funds are nearing collapse. We — consumers, students, and homeowners — are loaded with crushing debt, but our real wages haven’t risen since the 1970s.

How can we be so rich and still have such poor services, so much debt, and such stagnant incomes?

The answer: runaway inequality — the ever-increasing gap in income and wealth between the super-rich and the rest of us.”

— excerpt from the introduction to *Runaway Inequality*.
An activist’s guide to economic Justice by Les Leopold

Maybe you think that is a lot of platitudinous talk. Perhaps the term “inequality” has been thrown about so much that it really doesn’t mean anything to you. Or perhaps manifestations of it are so abundant that you don’t even notice when you hear about it. If so, you would be like most Americans — weary.

There is so much news about inequality that one may not even notice it. For example, the state or the city gives another tax break for a real estate developer to build “affordable housing,” but nobody who lives in the neighborhood can afford the new rents; or another baseball stadium or arena is funded by the taxpayers, but the neighborhood immediately surrounding it gets no benefit and remains without investment in schools, housing, infrastructure, updated subway stations, or bus routes; or there is talk of raising fares again without repairing the tracks or increasing the frequency of the trains. These are all examples of economic inequality.

But what about taxes? We hear about tax cuts for the rich, tax cuts for the middle class, and creating jobs. While workers’ tax burdens increase every year, the rich pay even less. And even though we are paying more, there is not enough money to fund hospitals or schools, fix roads and bridges, and provide adequate social services. Working families end up paying the taxes that fund our public services, and then we end up needing those services because we cannot make ends meet ourselves. Meanwhile the rich save in taxes and don’t pay their share for the public services. Instead, they use that money to fund their kids’ private schools, private garages for their cars, and live behind gated communities or buildings with security at the door. Instead of participating with the rest of us, they separate themselves and are treated to a premium for their trouble. These are all examples of economic inequality.

Private sector unions had a great awakening in the 1930s. During the New Deal, there were jobs aplenty and the effects of the newly passed National Labor Relations Act were becoming a reality. But before the ink was dry, the forces behind economic inequality began to work at undermining private sector unions.

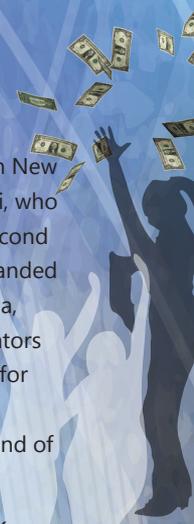
As a result, private sector unions went from a high of 36% membership in 1953, to 6.6% in 2015 — a delirium-inspiring drop. The cycle was different for the public sector unions, however. They experienced a steady rise in membership to a high of 37% in 1982. And in 2014, 36% of public sector workers nationally still belonged to unions (see chart on next page.) Because of New York State’s Taylor Law, the rate is approximately double the national average at 70%! Public sector unions have been protected from the storm that decimated the private sector, but that may not last.

Since 2014, the beginning of a decline in numbers is evident. We have fewer workers in the public sector than at any time since 1984, and most of that drop has occurred since 2010, which is the year that the U.S. Supreme court decided a landmark case in favor of Citizens’ United, and against the Federal Election Commission. The attacks on public sector unions have occurred in various states throughout the country, which would have been unpredictable anytime in the recent past, from Michigan and Wisconsin, to Illinois, which is the origin of the upcoming U.S. Supreme Court case *Janus vs. AFSCME* that threatens to destroy public unions throughout the country.

Public sector unions have been targeted. You may have noticed fewer workers in your department and now find yourself doing out-of-title or double duty work. How often do you work through your breaks or lunch? Even if you choose to do it, it is still “wage-theft.” If you work at NYCH+H, you probably have noticed all the talk about shortfalls in the budget and possible layoffs. That’s all in addition to the hiring freeze you may not have known about, so that for every four workers who retire, only one is replaced. It’s as if all the money to fund H+H has vanished and so, too, have the workers who provide the services.

If you work for a non-profit, you have probably noticed a drastic cut to the supportive funding to carry out your work. Staffs are shrinking, human rights abuses are increasing, the federal government is not providing financial allocations to fund these

“The most important part of understanding inequality and how to reverse it, is understanding that it is not holding steady; it is running away from us. Today, the rich are getting richer at rates that are much faster than at any time in our recent history. Since the 2008 recession, the rich have recovered, and even prospered, while we languish with wages that have stagnated since the early 1970s. Healthcare and other costs increase at 20% per year while wages go up by 1%-2%.”



critical services. But for those who use private schools, private hospitals, private transportation, and other private services, everything seems fine. These are all examples of economic inequality.

For many years now, CWA has been spreading the word about public policy that favors the rich, limits services, and drains the middle class. In just one example, New Jersey Governor Chris Christie was known in his first term for cutting taxes for the rich, cutting services to the poor, and cutting the public workforce. Even though he campaigned to expand these same practices, he was reelected in 2013 with an overwhelming 60% of the vote, taking all but two counties. CWA members and their families voted for him also, even ones who knew that he planned to cut the very jobs CWA members held, or cut the services on which we depend, or cut taxes for the rich, thereby increasing our taxes. That’s why it was unfathomable why some CWA members and their families voted against their own interests. This awakened the need to understand and educate our members about the policies, causes, and remedies of the problem.

CWA District 1 partnered with Les Leopold, author of a groundbreaking book called *Runaway Inequality*. The book’s stated purpose is to shine the light on economic inequality, examine the fading American dream, empower ourselves with the big picture, and come to a common understanding so we can build a common movement. Even before it was published, the leadership at CWA knew that this was exactly what was needed. The training was developed in 2015 as a pilot program in New York State by Margarita Hernandez (then at District 1), along with Leopold and District 1 Assistant to the President Bob Master. In the first year, the training was provided to 85 people, of which 20 were recruited to become the first generation of member-trainers. This group facilitated the program throughout the state to participants within CWA locals and invited other community allies to participate as well.

During the next two years, CWA trainers continued to train other members in CWA, and also worked with allies to train their members and the public about the importance of the current economic inequality situation and what can be done about it. Each year, additional members who receive the training are recruited to learn how to facilitate the training, and the program grows. Hernandez is now expanding the program nationally from her new home base in Minnesota, District 7.

In the first year, CWA trained 32 members from New York, Texas, Minnesota, Michigan, and Missouri, who led 42 workshops for 629 participants. In its second year, the Runaway Inequality program has expanded into Wisconsin, North Carolina, Indiana, Arizona, and Washington. In 2017, CWA member-educators led 27 Runaway Inequality full-day workshops for 416 participants in nine states with a few more workshops that will be completed before the end of 2017.

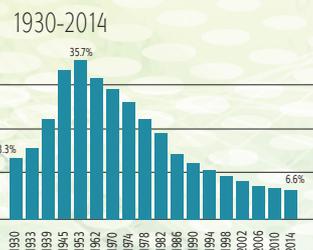
CWA now has 18 trainers throughout New York State, and has provided the training to 242 members in 2017 — 82 of which came from Local 1180. The goal is to train 500 members in 2018 across District 1. Currently there are two member-trainers from Local 1180, although we are looking to recruit 10 more for 2018.

Reversing Runaway Inequality is a way of educating members about the economic situation that has occurred in after the last 40 years of class war that has been waged against the working class. During the training, we examine the forces that have been enacting policies that favor the rich and hurt the middle class, and we look through history to understand how those policies have created both income and wealth inequality between the 99% and the 1%. The training also focuses on how the 1% has used divide-and-conquer method to separate us by race, gender, and other delineations they can to



UNIONS IN THE PUBLIC AND PRIVATE SECTORS

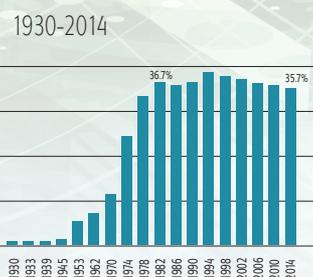
Percentage of **PRIVATE** Sector Workers in Unions



Private sector unionization reached its peak coming out of the radical movements of the 1930s.

As the level of overall disruptive political activity decline, so did union organization.

Percentage of **PUBLIC** Sector Workers in Unions



Most government employees were prohibited from collective bargaining until the 1960s.

Public sector organizing was part of the agitation by students, workers, and consumers in the 1960s & 1970s.

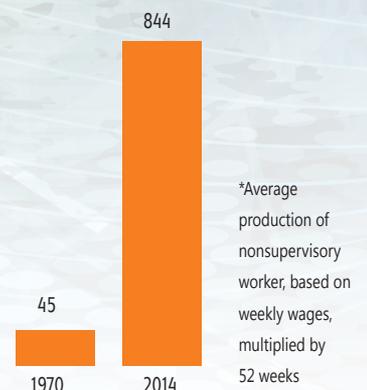
Unionization has remained high because the local, state, and federal governments have, for the most part, respected workers’ rights.

THE WAGE GAP HAS SKYROCKETED

The wage gap has skyrocketed since 1970, when a top CEO earned 45 times what an average worker made, until now, when a top CEO make 844 times that of an average worker!

Wage gap over time: Top 100 CEOs versus Average* Workers

1970 vs 2014



RUNAWAY INEQUALITY

keep us from joining together to fight for justice and our fair share. And finally, it offers up a solution to the problem that includes breaking out of our own silos and understanding how a movement is more than just disparate groups fighting for their own interests at the same time. We must be willing to fight for each other's interests, knowing that we are all fighting the same enemy.

The most important part of understanding inequality and how to reverse it is understanding that it is not holding steady; it is running away from us. Today, the rich are getting richer at rates that are much faster than at any time in our recent history. Since the 2008 recession, the rich have recovered, and even prospered, while we languish with wages that have stagnated since the early 1970s. Healthcare and other costs increase at 20% per year while wages go up by 1%-2%. This is an unsustainable situation. And this is because of policies that have been suggested, promoted, and executed by actual people with names and addresses, not the result of some mysterious market forces. Runaway Inequality training opens the eyes of our members to understand the causes,

ramifications, and solutions to this problem. All we have to do is organize around it, spread the word, and put it into practice. That plan includes a whole group of new trainers, and a whole group of new participants.

In 2018, we will face with the biggest challenge to the survival of public sector unions in recent history — Janus v. AFSCME. This case is the result of decades of pressure on union members to try to diminish our power so that the political and economic elites can divide us further, and gain even more for themselves, along with cutting more services and cutting our jobs. At a minimum we must resist. But we must do more by taking affirmative action. We must fight to gain back our fair share in the most prosperous economy on earth. This economy is successful because of the work we do and the services we provide. Let's continue to do that for future generations.

Sign up for one of the trainings, and help us in Reversing Runaway Inequality so that working families can survive, including members of CWA.

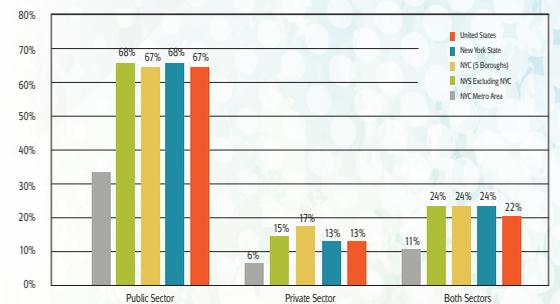
Public Sector Union Density in New York City, New York State, and the United States 2001-2017



Percentages shown for 2016-17 include the 18 months from January 2016 to June 2017.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2016-June 2017

Union Density By Sector and Selected Geographical Areas, 2016-2017



Percentages shown for 2016-17 include the 18 months from January 2016 to June 2017.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2016-June 2017





ARTHUR CHELIOTES

President

With Mixed Emotions — My Final Column as President

My last column as President of Local 1180 has been the most difficult I have ever written. There are many conflicting emotions running through my heart and mind. First there is a sense of relief that the heavy burden of leading our Local is being passed on to a capable and compassionate new president — Gloria Middleton.

For the past decade, Gloria has been our Chief Financial and Operating Officer. She is not alone, though, as she has a team of experienced and hardworking officers, Executive Board members, and staff working with her. Of course, I will always be nearby ready to offer advice and guidance to her and our beloved union.

Gloria has excellent credentials, as the union's Chief Financial Officer, and as our Secretary-Treasurer, she has delivered for our members. For more than a decade, she has kept our dues the lowest among unions in New York. She has prepared and

Gloria is ready, willing, and able to lead our Local, and I ask that you give her your fullest support as Local 1180 moves forward, prepared for the challenges of the future.

The sense of relief I feel knowing that Local 1180 is in good hands with Gloria and her experienced team is somewhat offset by the realization that I will no longer be engaged on a daily basis in this labor of love. I have been privileged to serve the 1180 membership for 42 years. I started as a Staff Representative in 1975, and was elected President in 1979 when I was just 30 years old; I was then re-elected 12 more times.

I knew early in my career that representing unionized public workers would be a challenge. I came on staff during the City's fiscal crisis, the year the *Daily News* headline read: "Ford to City: Drop Dead". Our contractual wage increases were deferred by the state legislature and our pension funds were used for bonds needed to pay the city's debt as thousands of city workers were laid off.

I realized then that the union must be actively involved in politics. So we opposed Ed Koch and supported the TWU strike in 1980, while Koch fought to break the strike and the union, winning broad public support by bashing city workers. He also eliminated the stock transfer tax that shifted the tax burden to average city taxpayers while giving Wall Street brokers a windfall.

That was soon followed by the election of



lowed concentration of media empires and eliminated the FCC fairness doctrine. We warned our members and fellow union leaders that these policies would have a long-term impact on our efforts to secure good wages and benefits for our members, our families and our nation as the wealth and power of the 1% grew.

During the Reagan administration, many unions only concerned themselves with their members short-term needs, competing against other unions claiming they should get more because they were more important than other City workers. We understood

Continued on page 6

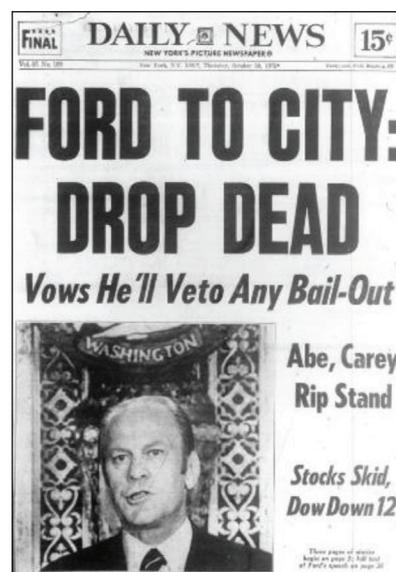
The sense of relief I feel knowing that Local 1180 is in good hands with Gloria and her experienced team is contradicted by the realization that I will no longer be engaged in this labor of love as I have been for most of my adult working life serving the members of Local 1180.

implemented the Local's budget, scrutinizing every expenditure, keeping expenses under control, and reaching our budget targets. She has built a million dollar reserve for the Local, while keeping impeccable records that our independent auditors have always found to be in good order.

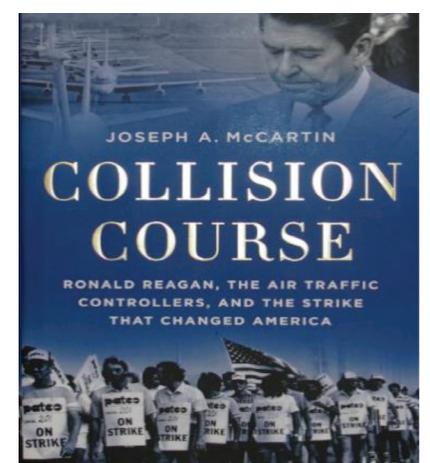
She has also served as our Chief Operating Officer, making sure that our nearly 50 employees working in the union office and benefits funds carry out their duties to best service the members.

Gloria served as a grievance representative and is the lead negotiator for the NYC Transit Authority Bargaining Unit. She was a member of our PAA et al bargaining committee, and participated in federal court proceedings regarding our EEO case.

Gloria's leadership is recognized by the national CWA where she serves as the leader of the Civil Rights and Equity Committee. She is Local 1180's representative at the Municipal Labor Committee and worked with the NYC Central Labor Council, AFL-CIO.



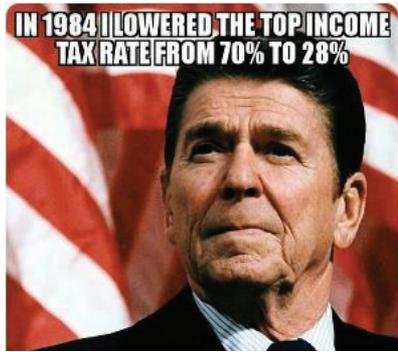
Ronald Reagan, who fired striking federal government air traffic controllers. He made union busting permissible. He cut taxes to the rich, accelerating the transfer of wealth to the 1% and creating a record federal deficit. Then claiming a lack of funds, he cut federal aid to states, starving governments at the state and city levels and forcing them



ARTHUR CHELIOTES

President

With Mixed Emotions — My Final Column as President



The Father of Fake News

Ronald Reagan's FCC abolished the **Fairness Doctrine** which, since 1949, required media to present both sides' opinions in the rare event they weren't just reporting straight news.

A Democrat-controlled Congress passed a bill to re-instate the Fairness Doctrine in 1987. **Reagan vetoed the bill.** Fox News followed in the 1990s. America is now more polarized and misinformed than ever.



that on a global scale as well. That's why when Reagan called Nelson Mandela a terrorist, we invited the Labor Committee Against Apartheid to set up offices at Local 1180, reminding all who would listen that the British called George Washington a terrorist.

Reagan set the agenda in the 1980s for all politicians, giving them permission to bash government workers with his anti-government and anti-union agenda. Still, city unions fought back and were able to win back our deferred wages with the help of former Mayor Abe Beame who testified on behalf of the unions in an arbitration.

Koch's disdain for civil servants finally caught up with him

when it was revealed he ran a patronage mill out of the basement of City Hall. He blocked promotional opportunities for our members who passed the Administrative Manager exam to protect patronage appointees. We worked hard to defeat him in the Democratic primary, running a 30-minute documentary on WPIX called "On the Merits" the weekend before the Democratic Primary vote.

So while I may be saying good-bye as President of our beloved Local 1180, I will continue to be active in the struggle because like you, I want a better life for my children and grandchildren.

The way to achieve that is to make sure that all our children and progeny will have a better life. Unless all of us do well, none of us will do well.

Later, when Mayor David N. Dinkins beat Rudolph Giuliani, we finally had a friend who respected the civil service system, and we had the largest group of women and people of color appointed to managerial positions in the history of the city. It was one of our proudest moments, even though they were promoted out of the union.

There was, however, trouble on the horizon in a following election when Mayor Dinkins then lost to Giuliani, who much like Trump today, liked to bully and threaten people. He forced city workers to accept a double-zero contract by what proved to be a corrupted

ratification vote by DC37 that set the double-zero pattern for all city workers.

There were bigger problems on the national level. The middle class was hemorrhaging as unions were on the decline since the Professional Air Traffic Controllers Organization was busted. Still, unionized city workers had recovered from the city's fiscal crisis and were doing a bit better than inflation, until that double-zero contract. Giuliani cut taxes in an attempt to eliminate budget surpluses so he could claim the city couldn't afford to pay any wage increases. Even then, the city workforce did better than expected as the pension funds made record returns and the city income grew.

Giuliani, and then NYC Mayor Michael Bloomberg, wanted city workers to pay more for health benefits to cover the runaway medical, hospital, and drug prices feeding the greed of Wall Street with record profits. But unions held the line. Bloomberg needed to make peace with city workers to get a third term, so he agreed to two, 4% increases and no health insurance premium increases. After his election, he refused to bargain in his last term showing his true colors.

Our Local's "Anybody But Quinn" campaign in the Democratic Primary that paved the way for the election of current Mayor Bill de Blasio. With his leadership, he promised to respect the collective bargaining process, and we reached a settlement of our contract and a proposed settlement of our EEO case. But with Trump in the White House and Congress in Republican hands, the United States Supreme Court and many federal courts are being filled with radical Tea Party types seeking to expand the privileges of the rich and diminish the rights of workers to organize and fight back.

I am proud of the programs we put together with the City University of New York at the Murphy Institute. The programs offer our members the opportunity to gain the knowledge they need to become better at their jobs and gain the credentials to move up the career ladder. With the Governor's promise to elevate Murphy to a School of Labor and Urban Studies at CUNY we have a permanent home for our members to learn and grow and better engage in the struggles we face.

Throughout my 42-year career, I have not achieved all that I wished, but no one probably ever does. Together we fought to open doors for our members to advance their careers with educational programs that prepared them for civil service tests and with generous tuition programs that gave them the academic credentials they needed to

improve their chances for promotions. We started legal benefits to help members protect what they earned, and health benefits that help meet the needs of our members' families.

The struggle for dignity, justice, and respect never ends as our nation is in crisis. The faces may change — Koch, Reagan, Giuliani, Bloomberg, Trump — but their goal is the same — the concentration of wealth in the hands of a few. They use their wealth to gain more political power to make them even richer, further concentrating their wealth and power. The goal is a tyranny of the rich.

This is the danger we all face as citizens and union members. If we truly cherish our families and the hope of a better life for all of us, we must join in the struggle to fight the forces of greed and power that dominate our political system. We cannot fight back alone; we need to organize at the workplace and in our communities. We all need to be active in our union and our communities to learn the tricks and traps the 1% use to divide us. When we organize and understand our power and use our knowledge, we can defeat them.

So while I may be saying good-bye as President of our beloved Local 1180, I will continue to be active in the struggle because like you, I want a better life for my children and grandchildren. The way to achieve that is to make sure that all our children and progeny will have a better life. Unless all of us do well, none of us will do well.

It's hard to believe how quickly my time as President as flown by. The struggles stand out as much as the successes because with every hard-fought battle came the chance to regroup, replan, and reorganize — all lessons that are part of life. It's with your support and solidarity that I was afforded the opportunity to take Local 1180 as far as I did. Throughout my years of leadership, I have met so many of you in person, either at an event, a membership meeting, or at a worksite. You have become my extended family. The friendships I have made and the lessons you have taught me are invaluable. Local 1180 has been my life for more than four decades. Now, as I transition back to my other life of husband, father, and grandfather, I leave with so many fond memories. And while I am not fully leaving, I know all will be taken great care of under the leadership of the ever-capable Gloria Middleton.

I wish you and your families a wonderful new year filled with health, happiness, and prosperity. ■

The Future of Labor Unions

JANUS

& beyond



By Marci Rosenblum
Communications Director

There is Strength in Numbers

Union leaders, scholars, and activists came together in November for a one-day conference to discuss the implications of the upcoming U.S. Supreme Court case Janus v. AFSCME and how it will impact unions not only in New York, but across the country.

"The attacks on labor don't stop. This forum gave us all an opportunity to discuss possible immediate outcomes and strategic options for combatting the attack on public sector unionism," said Local 1180 President-elect Gloria Middleton. She was joined at the event by First Vice President Gina Strickland, President Arthur Cheliotos and dozens of 1180 members and activists. Local 1180's Deborah Valentin was Mistress of Ceremonies.

Throughout the country, labor is facing a real challenge. From the recent Constitutional Convention proposition on the November ballot to the previous Supreme Court cases, labor is emerging stronger than ever as it fights back the attempts to dismantle its power. The key to continued success, however, is member engagement and making sure all dues-paying members stay as members, and agency-shop payers become dues-paying members.

"We have faced plenty of opposition before and we will face it again. As long as we stand united and our membership understands all the ways they benefit from union membership, we will emerge stronger than ever," Middleton said.

The day's speakers included Janella T. Hinds, Secretary-Treasurer of the NYC CLC; Tony Utano, President of Transport Workers Union Local 100; Council Member Daneek Miller, Chair of the City Council's Civil Service and Labor Committee; and John English, New York Regional Director, AFSCME (formerly a labor leader in Wisconsin).

English spoke about life after Wisconsin passed Act 10, also known as the Wisconsin Budget Repair Bill. This so-called budget repair was done by stripping away most of the collective bargaining rights of public sector unions, only leaving them the right to bargain pay raises capped by inflation. Workers no longer have free health care, but instead pay premiums of \$400 or more per month, and they also have increased pension contributions. Unions must win recertification votes every year to represent workers, and that recertification must be by majority. In addition, English talked about how all ballots that are not returned are considered as votes against union representation.

The future of the labor movement as its known today will change in the blink of an eye with the likely Supreme Court decision all but guaranteeing that the whole public sector will become "right to work" next year, barring another miracle at the Supreme Court.

Once the conservative majority rules in Janus v. AFSCME, likely sometime toward the end of the session when the largest decisions are announced, life will change for unions in the 23 states that until now have rejected right-to-work laws, including New York. Public sector unions in these states will no longer be able to collect "agency fees" from workers they represent but who choose not to join their locals. It is estimated that agency fees, charged to non-members to cover the cost of bargaining and representation, are typically at least 90 percent of union dues, and in some cases are equal. But under Janus, non-members will pay nothing and will be freeloaders.



First Vice President Gina Strickland and President-elect Gloria Middleton join with other labor leaders in the Janus & Beyond conversation.

English said that in addition to talking to new members and agency fee payers about the benefits of a union, unions realize that current members are also at risk of quitting and that a more ambitious engagement strategy is needed. Middleton whole-heartedly agrees.

"We need to develop record levels of activism," she said. "It's about members talking to members, about getting involved and staying involved. It's about having important conversations with current members, new members, potential members, all in the name of our survival. Members need to be reminded of what life was like prior to the union movement. No one wants to return to that."

As with other unions, Local 1180 is reaching out to the entire membership, one on one, to answer questions and talk about the Janus case and its implications.

It's all about "The Union Difference." What are wages and benefits like for comparable jobs in right-to-work states? What are contracts like? Research shows weaker contracts, lower pay, and fewer job rights. Middleton said that once members have the knowledge, they will have the power. ■



Rosie Roman, Debera Tyndall and Sabrina Graves hold a small group discussion about how to best engage members



GINA STRICKLAND

First Vice President

A Membership Card, Dues, & the Future of Our Union

While New Yorkers successfully defeated the Constitutional Convention proposition on the November ballot, this is far from the last battle we will be fighting as 2017 comes to an end. The attacks on labor continue, with some high-financed groups doing everything in their power to bring labor to its knees.

We already had a strong taste of this with the ConCon proposition. For more than a year, labor banded together to take on those forces out to destroy us. We worked as one unified group all across the state, from Buffalo to Binghamton and from Pottsdam to Poughkeepsie. We informed and educated our members through mailings, newsletters, social media, site visits, membership meetings and one-on-one phone calls about the dangers of ConCon and the negative

Anti-union collaborators have one goal, and one goal only — to dismantle labor unions and make members believe that they can continue to receive the same level of benefits and services they currently do, but without paying a penny of dues. Nothing could be further from the truth. The reality is that if workers choose not to become members or stay members, then everything they receive now from the union will start to disappear until there is no union left.

So CWA Local 1180 and other unions are doing what we do best. We haven't survived this long by sitting back and watching. We are being proactive. We are getting out on the frontlines and applying the lessons learned from our ConCon campaign.

Education. Education. Education. That's what it's all about. We need to make sure each and every member of Local 1180 — all 8,500 active members — fully understand the implications of the Janus case and what's at stake. If we thought ConCon could have been devastating, this is worse.

We are preparing our outreach materials that explain what's at stake and we will be contacting every single member individually to talk about the future. Belonging to a union is kind of like owning car insurance. You might never need to file a claim, but if you do, you'll definitely be glad you own it.

The same goes for a union. You might not see what transpires daily. You might not need to contact us. You might not even be in need of many of the benefits and services we provide. But then out of the blue you walk into work one day and you are reprimanded by a boss for no apparent reason ... or you are facing a divorce and can't afford a lawyer or you decide to purchase a new home and need help with the closing ... or you want to go back to school to help further your career but the tuition is out of your financial means.

Did you know that your union, Local 1180, provides all of this and so much more as just a small part of what we offer and do to serve the membership? That's in addition to negotiating for better salaries and making sure your health insurance coverage isn't reduced or have-to-pay premiums skyrocket... to fighting for back pay for those who were discriminated against...to making sure every agency or department where our members work follows the rules.

Just like car insurance, your union dues are about your future, your security, your protection, not only in case of an emergency, but to make sure you are treated fairly on the job every single day.

Right now, the majority of you have signed dues cards, thereby making you official Local 1180 members. A small percentage are agency fee payers, and we are working to get them onboard as full members. Dues are currently deducted directly from your paychecks, and this is what helps keep the union running. The Janus case is attempting to make dues collection from payroll illegal in some jurisdictions so unions would have to collect directly from their members, thereby creating an administrative logjam.

This union will continue fighting back against large anti-union groups. You can help us by updating your cards when we contact you or signing one if you haven't already. No one likes a freeloader.

Currently in New York City and State, about 70% of public sector workers are unionized, double the national level. Women and people of color are represented in higher numbers in the public sector and therefore stand to lose most from the outcome of the Janus case.

Unions have been down this road several times in the past four years as the Supreme Court has three times already considered whether members of public employee unions must pay dues.

In 2014, the court side stepped the issue by deciding that the employees in question, home health aides paid by Illinois' Medicaid system, weren't "full-fledged" public employees required to pay dues.

Last year, California teacher Rebecca Friedrichs (Friedrichs vs California Teachers Association) was almost assuredly set to win her case until the untimely death of Justice Scalia who was the sole holdout among the Court's conservative bloc. Scalia died before a decision was handed down, so the final outcome was a 4-4 tie that changed nothing, and justices denied a petition to rehear the case. The Janus case asks the same question as the Friedrichs case, and for that reason is often referred to as Friedrichs 2.0.

It's almost a done deal that the Supreme Court will rule in favor of Janus, thereby allowing workers to refuse to pay union dues, yet still receive union representation and benefits.

This is just another attempt in a decades-long campaign by a group of prominent and well-funded foundations to weaken the power of unions, but by standing together, we will maintain our stronghold and prevail.

We need members to work with us. Spread the word about the importance of signing a membership card, paying dues, and the future of our union. ■

Anti-union collaborators have one goal, and one goal only — to dismantle labor unions and make members believe that they can continue to receive the same level of benefits and services they currently do, but without paying a penny of dues. Nothing could be further from the truth.

ramifications it would have on all of us if it passed. It reminded unions about the power of outreach and the success of solidarity.

Thanks to our efforts, ConCon went down in flames by a whopping 83 percent — a number the likes of which no one expected.

With that momentum in place, labor must continue the fight. The United States Supreme Court is set to hear a case early in 2018 called Janus vs. AFSCME, which could very well change the future of labor unions as they are known today.

The Janus case once again raises the question of whether public employees must pay dues even if they disagree with their union's position. And if this sounds familiar, it's because we have travelled a similar road numerous times. This case, like two others that have reached the high court in recent years, pits unions, who say mandatory fees are necessary to prevent "free riders" from benefiting from union contracts, against dissenting members, who argue that being forced to pay dues violates their First Amendment rights.

A ruling is not expected until the end of the session in June, when announcements on big, controversial cases are typically made. But labor has learned its lesson about starting an early fight and banding together.

MEMBERS IN ACTION

Healthcare Coordinating Council Conference



Local 1180 Staff Representative Olivia Lyde and Executive Board members Lisa Lloyd and Debra Paylor participated in the CWA District 1 Healthcare Coordinating Council Conference in Buffalo in early November. Close to four dozen CWA members from District 1 took advantage of the Conference that provided a coordinated approach to support the activities of all healthcare workers in District 1. The HCCC will provide support for those activities that revolve around three key principles that the mission statement is based upon: legislation, work life quality, and organization. "We were able to walk away with actionable, and real world solutions to meet today's demanding challenges regarding workplace violence policies, prevention, and guidelines, for the CWA Local 1180 members we represent," Lloyd said. ■

Cheliotos Honored by Labor Press

President Arthur Cheliotos was honored recently by the Labor Press for his contributions to the labor movement. Showing their support from the union were Executive Board member Deborah Paylor, First Vice President Gina Strickland, Mobilization Coordinator Helen S. Jarrett, Legislative Coordinator John O'Malley, and Staff Representatives Robin Blair-Batte and Gregory Smith. Pictured with Cheliotos, from left: Neal Tepel, Publisher, Labor Press Newspaper; Robert Krogan, President Organization of Staff Analysts (OSA); OSA Fund Administrator Lisa Gorsky; Central Labor Council President Vincent Alvarez; Council Member Vanessa Gibson; Assembly Member David Weprin; Vincent Pitta, Esq.; and Certified Public Accountant Salvatore Armao. ■



PowHER to the People



CWA Local 1180 hosted dozens of women from various groups in November who joined as part of PowHer New York, a nonpartisan network working together to promote women's economic equality in our state and the nation. PowHer represents tens of thousands of New Yorkers who urge policies that significantly affect women's health, safety, and economic opportunities. After the presentations, attendees were invited to share information about additional issues, campaigns and events. The discussion moved to suggestions on next steps that PowHer might take to strengthen the organizational base and move our common agenda forward. President Arthur Cheliotos addressed the gathering. ■

Lessons from DC37



Local 1180 President-elect Gloria Middleton, First Vice President Gina Strickland, Mobilization Coordinator Helen S. Jarrett, and Nonprofit Organizer Leslie Fine spent a day at DC37 talking about how that union has been dealing with the upcoming Supreme Court case of Janus vs. AFSCME and how it will impact the labor movement going forward. The DC37 mini war room is where they are making plans to revamp their entire membership structure, lessons they so graciously imparted to Local 1180. ■

MEMBERS IN ACTION

Celebrating Hispanic Heritage

During National Hispanic Heritage Month (September 15 to October 15) we recognize the contributions made and the important presence of Hispanic and Latino Americans to the United States and celebrate their heritage and culture. Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multi-ethnic and multicultural customs of their community. Each year, Local 1180 holds a Hispanic Heritage celebration that's attended by hundreds of members and their families. The Hispanic Heritage Event Committee (bottom right photo): Front row from left: Debera Tyndall, Franchesca Mujica, Lourdes Acevedo, Lilieth Ferguson, Deborah Valentin, and Juanita Santiago. Back row from left: Yvonne Pacheco and Rosario "Rosie" Roman. ■



CBTU Awards Dinner

Each year the Coalition of Black Trade Unionists (CBTU) awards scholarships to high school and college students in the names of two men who exemplified union activism and a thirst for knowledge. This year's Scholarship Awards Dinner was held at the Astoria Manor on October 27. The Leonard C. Ball and James H. Bell Scholarship Fund was established to honor the late Leonard Ball, the first executive director of CBTU and the top aide to AFSCME International Secretary Treasurer William Lucy, and the late Jim Bell, President of the New York Chapter of the Coalition of Black Trade Unionists and a major force in the city politics of New York. Representing Local 1180 at the event were Members-At-Large Denise Gilliam, Debra Paylor and Hilary Bloomfield, and President-elect Gloria Middleton. Pictured with them is CBTU member Bob Lee. ■



Exec Board Member Bloomfield Testifies at Hearing on Climate Change



Member-At-Large Hilary Bloomfield (left) goes over her testimony prior to the hearing with Member-At-Large Hazel O. Worley (center) and Bonnie Sander Crump. ■

NYC Public Advocate Letitia James held a hearing on climate change on November 29 at which Local 1180 Member-At-Large Hilary Bloomfield testified. Her comments, in part, follows:

"Thank you for leading the charge to divest the funds from private prisons. Thank you for helping to round up your fellow trustees to do the right thing. That's what we hope you will do next on fossil fuels.

The pension funds have more than \$3 billion invested into corporations like Exxon Mobil and projects like the Dakota Access and KeystoneXL pipelines. These corporations' business models depend on destroying the climate. Many of our members were hurt by Superstorm Sandy five years ago. That was bad, but if global climate pollution doesn't drop fast, New York City could face flooding twice a month at the level of Hurricane Sandy. We would face more than 50 days a year of hot, humid days above 90 degrees, which besides making us extremely uncomfortable, is a killing heat for vulnerable people.

...Our union believes that it makes no sense to invest in fossil fuels from both a moral and a financial perspective...In fact, fossil fuel stocks have underperformed the rest of the market in recent years. It's sad to say, but if our pension funds had followed activist's advice and divested five years ago, the pension funds would have made more money. In the future, we believe that oil and gas stocks will continue to underperform for the reasons detailed in testimony by finance experts that you are hearing today.

Of course, no one is calling for the City to sell all its fossil fuel assets immediately. Rather, a gradual divestment process, as the Divest New York campaign recommends, will smooth away the risk of short-term price movements as the funds sell off investments.

We also recognize that fossil fuels are only about 2% of the investments, so selling those assets isn't at all a radical change. Our union is fully satisfied that the risk to the overall returns of divesting these particular financial assets is minor, and more than outweighed by the risk of not divesting.

Our union always looks to and relies on your leadership. We're with you, we thank you for holding this important hearing, and we urge you to round up the votes on the NYCERS board to divest in order to save us from climate change and protect our retirement security." ■

Walking to Stop Breast Cancer



On Sunday, October 15, dozens of Local 1180 members, both male and female, turned out for the Making Strides of Central Park Breast Cancer Walk. Donning bright pink Local 1180 t-shirts, members gathered in the early morning hours for the annual walk that unites communities behind the American Cancer Society's efforts to save lives from breast cancer.

Making Strides of Central Park reflects its own community right here in New York City. Member-At-Large Denise Gilliam spearheaded Local 1180's participation that helped raise awareness and funds to save lives from breast cancer. Each event is a noncompetitive 3 to 5 mile walk that brings people together to make a difference for everyone who has been touched by breast cancer. The events raise money to fund innovative research, provide free information and support, and to help people reduce their breast cancer risk or find it early when it's most treatable.

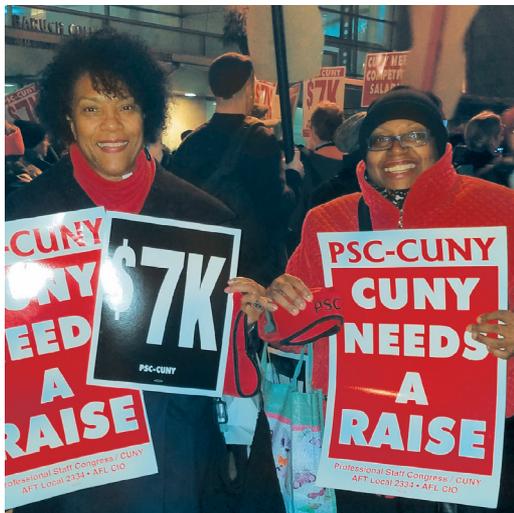
From the opening ceremony to the post-walk entertainment, a Making Strides event is a celebration of survivors and opportunity to remember loved-ones lost. Gilliam said the total raised in 2017 was \$2,551, including \$1,000 from CWA 1180. ■



MEMBERS IN ACTION

Rallying for a Contract

Everyone deserves to earn a decent salary with good benefits, which is why Local 1180 members turned out to support their brothers and sisters from other unions who were rallying for their own contracts. At right, Local 1180 members and staff at the IBEW Local 3 rally in Foley Square in September for a contract from Charter Spectrum. From left: Member Mason Logie Jr., 1180 Nonprofit Coordinator Leslie Fine, and Nonprofit Staff Representative Lena Solow, member Teesha Foreman, and Yvette Hibbert-Taylor (Comptroller's Office). Below, Executive Board member Hilary Bloomfield and Mobilization Coordinator Helen S. Jarrett join other unions, community organizations and elected officials to press CUNY to negotiate a competitive contract for 30,000 faculty and staff. ■



MY EXPERIENCE as a CWA Local 1180 Intern

My name is Caring Okonkwo. I am Nigerian American who lives in the Bronx with my dad and brother. After graduating from John Jay College of Criminal Justice with a major in Law & Society and minor in Public Administration, I decided to go into Labor Studies at the CUNY School of Professional Studies in order to find out about the struggle of public employees.

As part of the CUNY program, I was required to do a semester internship at a labor union. I was interviewed by Helen S. Jarrett from CWA Local 1180 and the information/ background she gave me about CWA was outstanding. I felt optimistic of becoming part of the team. On my arrival at CWA as an intern, the energy was great. I saw people who were passionate and determined to do their jobs and I was excited to work with them.

CWA Local 1180 is a union that works so hard for the members. They make sure justice is served. I went to different site meetings with different staff representatives. I learned how to interact with members professionally, socially, and psychologically. I did phone banking, collected membership cards from agency fee payers, attended rallies and parades, which made me gain the insight of what the union represents and fights for. CWA made me to be alert politically and know how the society operates.

Additionally, as a young black lady, I saw powerful black women such as Secretary-Treasurer Gloria Middleton and First Vice President Gina Strickland taking high positions at CWA local 1180. Personally, I was fascinated by it. I acknowledge their braveness and how the society is changing. Women are gradually making it to the top and if black women can take over these positions and do well at it, I believe I can do the same.

Finally, CWA is a union that fights for what is right and makes their voice heard in the country through their good works. Therefore, I call my experience at CWA the "Golden Opportunity" of working and learning from prominent social justice advocates. ■



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

July 19, 2017

Meeting called to order at 6:35 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

Robin Blair-Batte, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Hazel O. Worley, Venus Williams

Absent: Arthur Cheliotos, President

The meeting was chaired by First Vice President Gina Strickland.

Minutes of the June 29, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

First Vice President's Report

First Vice President Strickland distributed and discussed the status report dated July 1, 2017, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180. She distributed the June 2017 Activity report submitted by CWA Local 1180 Organizer Stephen M. Ferrer. Additionally, she presented and discussed the project updates memorandum dated July 18, 2017, submitted by Marci Rosenblum, Communications Director.

July 5, 2017 — Prepared for EEO case court appearance.

July 6, 2017 — Attended the mediation court appearance regarding the proposed EEO case settlement. All parties were present. A Memorandum of Understanding signed by all parties was presented to the court. Subsequently, the judge has requested more information and all parties will return to court once the information has been received, reviewed, and approved by the judge. That afternoon, attended the retirement party for Justina Roberts, Staff Representative for DC37 1549.

July 10, 2017 — Attended a meeting with FDNY Labor Relations, accompanied by President Arthur Cheliotos and Staff Representative Venus Colon-Williams, to discuss movement of the Administrative Manager Promotional List.

July 11, 2017 — Attended a CWA District 1 meeting called by Vice President Dennis Trainor to discuss the upcoming 76th CWA Convention in relation to proposed Appeals and Amendments.

July 13, 2017 — Attended a fundraiser for I. Daneek Miller, NYC Council Member for the 27th District, accompanied by President Arthur Cheliotos, Secretary-Treasurer Gloria Middleton, and Members-At-Large Denise Gilliam, Hilary Bloomfield, Lenora Smith, Debra Paylor, Lisa Lloyd, and Olivia Lyde.

July 17, 2017 — Met with CWA Local 1180 counsel Joel Spivak, Esq., to discuss legal issues concerning CWA Local 1180.

July 18, 2017 — Attended the CWA Local 1180 weekly staff meeting.

July 19, 2017 — Attend the CWA Local 1180 Board of Trustees meeting.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of April 2017:

Activity	April
EEO Investigations	4
Hearing Preparations	7
Hearings	9
Investigative Hearings	3
Labor Management Meetings	9
Off-Site Member Meetings	4
Supervisory Conference	4
Site Member Meetings	18
Walk-Ins	4
Appointments	9
Telephone calls received	495

Site Meetings for April 2017

Coney Island Hospital
2601 Ocean Parkway, Brooklyn

NYC Housing Preservation and Development
100 Gold Street, Manhattan

HRA SNAP #20
275 Bergen Street, Brooklyn

Kings County Hospital
451 Clarkson Avenue, Brooklyn

New York City Department of Transportation
59 Maiden Lane, Manhattan

HRA Investigation, Revenue & Enforcement Administration (IREA)
151 W. Broadway, Manhattan

NYC DOITT
255 Greenwich Street, Manhattan

New York City Department of Transportation
55 Water Street, Manhattan

HRA Info Line
92-31 Union Hall Street, Queens

HRA HVN/RAR
109 E. 16th Street, Manhattan

NYC Department of Health & Mental Hygiene
1 Court Square, Queens

NYC Police Department
1 Police Plaza, Manhattan

Bronx District Attorney
265 E. 161st Street, Bronx

Queens District Attorney
125-01 Queens Blvd., Queens

NYC Department of Environmental Protection
59-17 Junction Blvd., Queens

HRA-EBT Brooklyn Food Stamp Office
277 Schermerhorn Street, Brooklyn

H+H Queens Hospital Center
82-68 164th Street, 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:

On June 29, 2017 the Executive Board interviewed the following four candidates running for Kings County District Attorney in the September 2017 NYC Primary:

- Vincent Gentile, currently serving as a NYC Council Member for the past 14 years
- Eric Gonzalez, currently serving as the Acting Kings County District Attorney
- Patricia Gatling, former head of the NYC Human Rights Commission
- Ama Dwimoh served as the Special Counsel to Brooklyn Borough President Eric Adams

All four candidates brought something special to the table. After much discussion, the Executive Board voted to endorse Eric Gonzalez in the September 2017 Primary.

The NYC Fire Department conducted a hiring pool to appoint candidates from their Administrative Manager Promotional list. The following numbers were appointed from the list containing 57 individuals:

1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 36, 37, 39, 40, 42, 43, 44, 45, 46, 47, 48, 49, 50, 52, 54, 56, 57

On July 11, 2017, he attended the Annual Fund-raiser for NYS Assembly Speaker Carl E. Heastie. Also attending were President Cheliotos and a group of Executive Board members and CWA Local 1180 activists. We thanked the Speaker for his overall support of CWA Local 1180, which included the tremendous support for the CUNY Murphy Institute.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the CWA Local 1180 Transaction Detail

and Income and Expenditures Report for June 2017. Secretary-Treasurer Middleton advised that the T.D. checking account has a balance of \$1,102,277.31 as of C.O.B July 18, 2017.

CWA Local 1180 obtained 103 new members since the last report from the Secretary-Treasurer.

Secretary-Treasurer Middleton announced that the credentials for the Communications Workers of America 76th Convention have been distributed to the entire Local 1180 delegation.

The Manhattan Borough Coordinating Committee met on Tuesday, July 18, 2017. The next meeting will be held in September 2017.

Motion was duly made, seconded, and carried to establish the CWA Local 1180 Election Committee for the purpose of conducting the 2017 Local 1180 elections for Officers and Members-At-Large. The Committee will consist of Carolyn D. Parker, Regina Kelly, Rita Richards, Dana Holland, and Audrey Henderson.

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

Members-At-Large Reports and Announcements:

Member-At-Large Charles Garcia distributed the New York City Board of Elections 2017 Political Calendar for the September Primary and the November General Election.

Motion was duly made, seconded, and carried to adjourn at 7:35 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

September 20, 2017

Meeting called to order at 6:29 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

Robin Blair-Batte, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Hazel O. Worley, Venus Williams

Absent: Arthur Cheliotos, President

The meeting was chaired by First Vice President Gina Strickland.

Minutes of the July 19, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

First Vice President's Report

First Vice President Strickland distributed and discussed the July and August 2017 Activity report's submitted by CWA Local 1180 Organizer Stephen M. Ferrer. She also presented and discussed the project updates memorandum dated September 19, 2017, submitted by Marci Rosenblum, Communications Director.

Lastly, she distributed and discussed the status report dated September 1, 2017, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180. They are addressing the issue of the non-competitive Civil Service Titles of Community Coordinator and Community Associate doing the work of Local 1180 competitive titles.

August 3-9, 2017 — Attended the CWA 76th National Convention in Pittsburgh.

August 24, 2017 — Represented CWA Local 1180 at a coalition of unions spearheaded by the Doctor's Council to discuss issues regarding the Supreme Court case of Janus vs. AFSCME. Local 1180 has formed coalitions with other unions in order to come up with a comprehensive plan of action that will ensure dues-paying members have signed cards on file. Staff Rep-

resentatives are also working on ensuring they reach the members at every agency.

August 30, 2017 — President Cheliotos, accompanied by First Vice President Strickland and Secretary-Treasurer Gloria Middleton, interviewed numerous candidates to replace former Organizer Ryan Bruckenthal. Leslie Fine was selected for the position.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of August 2017:

Activity	August
Command Disciplines	4
Counseling/Warning Sessions	2
EEO Investigations/Interview	2
Hearing Preparations	4
Hearings	4
Investigative Hearings	3
Office of Administrative Trials and Hearings (OATH)	4
Labor Management Meetings	4
Off-Site Member Meetings	3
Supervisory Conference	4
Site Member Meetings	14
Walk-Ins	2
Appointments	5
Telephone calls received	394

Site Meetings for August 2017

Jacobi Hospital
1400 Pelham Parkway, Bronx

Gouverneur Health
227 Madison Street, Manhattan

NYC Parks and Recreation
Olmstead Center, Queens

Lincoln Hospital
234 E. 149th Street, Bronx

Metropolitan Hospital
1901 1st Avenue, Manhattan

HRA Investigation, Revenue & Enforcement Administration (IREA)
250 Livingston Street, Brooklyn

New York City Department of Transportation
55 Water Street, Manhattan

OATH
100 Church Street, Manhattan

Coler Hospital
900 Main Street, Roosevelt Island

Bellevue Hospital
462 1st Avenue, Manhattan

NYC Department of Health & Mental Hygiene
42-09 28th Street, Queens

HRA - Fair Hearing
505 Clermont Avenue, Brooklyn

HRA - St. Nicholas Job Center
132 W. 125th Street, Manhattan

HRA - Office of Child Support Enforcement
151-20 Jamaica 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:

He discussed NYC Council Member Laurie A. Cumbo's Bill #1536, introduced on behalf of CWA Local 1180. To date, the bill has been signed by the entire NYC Council with the exception of six members — three term-limited Democrats and three Republicans.

Second Vice President Brown advised that phone banking will start on October 10 and run through Election Day on November 7. The purpose of the phone bank is to have members and retirees vote NO for the New York State Constitutional Convention (Proposition #1 on the ballot).

Brown advised that the NYC Central Labor Council's Annual Labor Day Parade on September 9, 2017, was a huge success. Members from across the City marched with union pride.



By Hazel O. Worley
Member-At-Large

National Museum

Offers Unique Peak into African American History & Culture

*One of the cornerstones of unionism has been the struggle for just and equal treatment on the job and in our society. CWA Local 1180's Civil Rights and Equity/Community Service Committee, under the leadership of our soon-to-be Local 1180 first African American female union president and former Committee Chair **Gloria Middleton**, has spent many years educating and equipping committee members with the expertise and skills needed to fight for fair and equitable representation on their jobs.*



"She armed us with the importance of knowing our heritage," said current Committee Chair Hazel O. Worley. "African American history and culture have played a large part in shaping our country and formed the basis that allowed Barack Obama, the first African American, to become our country's president. That concept would have been unthinkable even 20 years ago."

On September 30, 2017, Committee members boarded a bus in New York City and ventured to Washington, D.C.'s National Museum of African

American History & Culture. This is the 19th and newest museum of the Smithsonian Institution, and is the only national museum devoted exclusively to the documentation of African American life, history, and culture. It was established by an Act of Congress in 2003 following decades of efforts to promote and highlight the contributions of African Americans.

"Looking back on the planning stages of this trip, our desire was that Local 1180 members would be inspired to go on this historical trip and make a donation to the museum as a symbolic act of what





the members of the Civil Rights and Equity/Community Services see as the importance in helping to preserve our history," Worley said. "We hope the Museum has an impact on generations to come and expands the discussion of contributions made by African Americans throughout history."

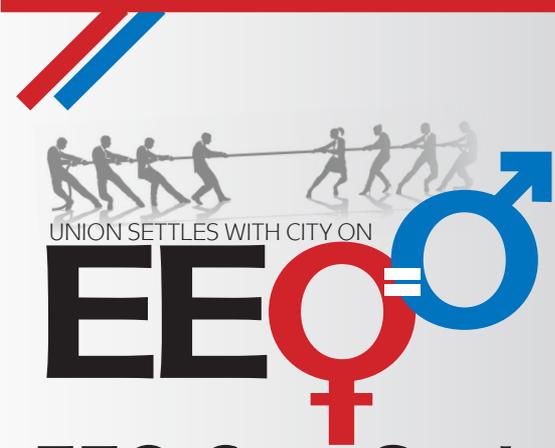
This one-of-a-kind museum sits near the Washington Monument (on the last buildable National Mall parcel), and has become the hottest ticket in the nation's capital. More than three million visitors have walked through its doors since former President Barack Obama inaugurated the building in 2016. Generations in the making, the museum's become a popular cultural, historical, educational and architectural monument for the African American experience.

The museum chronicles prominent citizens, events, accomplishments and contributions via a 40,000-artifact permanent collection, including bibles, documents and fashion, and insightful public programs that educate visitors about historic and contemporary issues from the African American narrative.

Early efforts to establish a federally owned museum featuring African-American history and culture can be traced to 1915, although the modern push for such an organization did not begin until the 1970s. After years of little success, a much more serious legislative push began in 1988 that led to authorization of the museum in 2003. A site was selected in 2006. The museum opened September 24, 2016, in a ceremony led by former U.S. President Barack Obama.

Local 1180 members who attended expressed their gratitude to the Committee for organizing the trip and for giving them an opportunity to experience the museum. "For some the day was a walk down memory lane, and for others, it gave them pride for their accomplishments and was truly a memoir of how far we have come as history makers," Worley said.

The Civil Rights and Equity/Community Services Committee thanks Committee Chair Gloria Middleton for her many years of dedication. ■



EEO Case Settlement

UPDATE

President Cheliotos Provides Update at November Membership Meeting

The judge assigned to our case has retired. The new judge has said she intends to hear this case directly and she wants it finished. She let the City know that their stalling must end. We need the data to figure out how much we need to get for members who have been hurt by the discrimination. There needs to be some recompense for what has happened in the past. More importantly, we need to initiate the structure that ensures that all Administrative Managers can begin to move up the ranks based on their years of experience. We will use this as a model for all of our titles.

Currently we have an experience differential where after five years you get \$2,351. We would rather you get \$500 each year starting with year one so you can get up to \$2,500 gradually, which also means you will have been getting it for a longer period of time. Those are some of the things we are looking to do once we get this case settled.

The judge directed the City to include everyone who is in the bargaining unit. That did present some problems as the City was hemming and hawing about some City agencies not being included. The judge was emphatic about the City including everyone. And of course then there are legal fees. The City agreed to pay \$300,000 in legal fees and then started hemming and hawing about that, too. While this is certainly not enough to cover all our legal fees, it at least reimburses us for a part of them. We are still waiting on this.

The judge has said she wants us back in court in February with a payout plan so she can figure out if it's fair, and send it to all the people who are effected and have them sign on or determine if we need to continue our legal battle. It's certainly not moving as fast as we would like, but I don't think we would have expected the City to do otherwise.

It was last April that we finally got the Mayor to agree to sign off on an agreement, and he did. Now we have to make the agreement comply with the federal requirements. Stay tuned. I told the President elect that I will stay with this case until it's done.

To hear President Cheliotos speak about the EEOC case at the November general membership meeting, go to the Union's Facebook page at CWA Local 1180. ■

PRIVATE SECTOR SHOPS

UNION HOLDS PRIVATE SECTOR MIX & MINGLE



Members from Local 1180's nonprofit shops gathered for a get-together with a night of drinks, food, chatting, and strategizing. The November 9 event was held at D.B.A. on First Avenue in Manhattan, and brought together members from many of the Union's non profit shops, Local 1180 staff, elected leaders, and several activists.

"Workers were excited to connect with each other, share their stories, and meet more of the union staff," said Non Profit Staff Representative Lena Solow, pictured at bottom left with Marilyn Lyles and 1180 President-elect Gloria Middleton. Non profit Organizer Leslie Fine, pictured top left with 1180 members from Planned Parenthood, helped organize the event.



We're all looking forward to more nonprofit events in the New Year including shop steward training and general non-profit member meetings. ■



STORYCORPS STARTS THEIR FIGHT FOR A FAIR CONTRACT



StoryCorps, a non-profit organization whose mission is to record, preserve, and share the stories of Americans from all backgrounds and beliefs, is the latest to join 1180's ranks. The StoryCorps bargaining committee has met for bargaining three times and is looking forward to achieving a fair contract. At their last bargaining session, committee members shared a quote from noted oral historian Studs Turkel, an early participant at StoryCorps, "What brings workers together can be a belief, a hope of improving the climate and community at work — the spaces where so many of us spend so much of our lives. Respect on the job and a voice at the workplace shouldn't be something Americans have to work overtime to achieve."

Follow @StoryCorpsUnion on Twitter for updates.

Pictured at left: Maura Johnson, David Lincoln, Roselyn Almonte, Afi Yellow-Duke, Mia Warren, and Haley Shaffer.



BARGAINING UPDATES

THE CENTURY FOUNDATION is a progressive, nonpartisan think tank that seeks to foster opportunity, reduce inequality, and promote security at home and abroad. Ten of their staff joined 1180 in March, now they are working to wrap up their contract fight soon. The workers hope the The Century Foundation will stay true to its values — after all, they published a Labor Bill of Rights this year! Follow @TCF_Union on Twitter for updates. ■

OPEN SOCIETY FOUNDATIONS' bargaining committee is getting closer to a final contract. They've delivered their message to management loud and clear — all they want for New Year's is a FAIR CONTRACT!

The Open Society Foundations work to build vibrant and tolerant democracies whose governments are accountable to their citizens. So it's time that OSF be held accountable to its own workers by negotiating a fair contract for salaries, benefits, and workplace Conditions. ■

BOOKS & RATTLES

BOOKS & RATTLES MEMBERS TAKE ACTION



Books and Rattles Preschool offers programs for infants, toddlers, and preschoolers from a few months old to 5½ years old. The curriculum is advertised as “play based with innovative state-of-the-art classrooms.” Yet, the teachers and teacher’s assistants at Books and Rattles work hard for low salaries and their management has been slow to finish a new contract to guarantee basic protections like annual raises and some paid time off for part-timers.

These women provide excellent care and a learning environment for children, and are fighting for basic respect and dignity on the job.

The organizing committee, made up of members from all three Books and Rattles locations (Peek-A-Boo, Learning Tree, and Books and Rattles) have been meeting regularly to strategize.

Workers recently delivered a letter to management demanding an end to paycheck issues such as bounced checks and missing hours, with nearly 40 people signing the letter.

Adrienne Zayas, second from left in their photo, said, “Look what a group of women can do!” Pictured with Zayas are Marilyn Lyles, Tahera Haque, Susy Lino-Montes, and Liana Celaj, who all helped deliver the letter.

Workers continued to show their strength by wearing their union t-shirts on the day of the last bargaining session, bottom photo.

“They were really proud of their actions and their bravery clearly inspired and emboldened their coworkers. We’re continuing to build with them toward a fair contract. If we stay strong and stay united, we have the greatest chance of success,” Organizer Leslie Fine said. ■



OUR TEAM

NONPROFIT SHOP STEWARDS

Amnesty International

Emily Walsh
Kristen Vellozo

ASPCA

Janice Fenichel

Human Rights First

Christopher Plummer
Eric Helms
Meredith Kucherov

Human Rights Watch

Rebecca Chowdhury
Aditi Shetty
Benson Weekes
Ava Ahmadbeigi

Javits Center

Jose Martinez
Philip Slattery

Nation Institute

Katy O'Donnell
Roz Hunter

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
lsolow@cwa1180.org

NONPROFIT ORGANIZER

Leslie Fine
lfine@cwa1180.org

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Brown recommended the following endorsements for the November 7 General Election, and motion was duly made, seconded, and carried to endorse the following citywide candidates:

- Bill de Blasio, Mayor
- Letitia "Tish" James, Public Advocate
- Scott Stringer, Comptroller

Motion was duly made, seconded, and carried to endorse the following boroughwide candidates:

- Ruben Diaz Jr., Bronx Borough President
- Eric Adams, Brooklyn Borough President
- Gale Brewer, Manhattan Borough President
- Melinda Katz, Queens Borough President
- Darcel Clark, Bronx District Attorney
- Eric Gonzalez, Brooklyn District Attorney
- Cy Vance, Manhattan District Attorney
- Richard A. Brown, Queens District Attorney

Motion was duly made, seconded, and carried to endorse the following NYC Council candidates:

Manhattan

- Margaret S. Chin, District 1
- Carlina Rivera, District 2
- Corey Johnson, District 3
- Keith Powers, District 4
- Ben Kallos, District 5
- Helen Rosenthal, District 6
- Mark Levine, District 7
- Diana Ayala, District 8
- Bill Perkins, District 9
- Ydanis Rodriguez, District 10

Bronx

- Andrew Cohen, District 11
- Andy King, District 12
- Mark Gjonaj, District 13
- Fernando Cabrera, District 14
- Richie J. Torres, District 15
- Vanessa Gibson, District 16
- Rafael Salamanca Jr., District 17

Queens

- Paul Valline, District 19
- Peter Koo, District 20
- Francisco Moya, District 21
- Costa Constantinides, District 22
- Barry Grodenchik, District 23
- Rory Lancman, District 24
- Daniel Dromm, District 25
- James Van Bramer, District 26
- I. Daneek Miller, District 27
- Adrienne Adams, District 28
- Karen Koslowitz, District 29
- Elizabeth Crowley, District 30
- Donovan Richards, District 31

Brooklyn

- Stephen T. Levin, District 33
- Antonio Reynoso, District 34
- Laurie A. Cumbo, District 35
- Robert E. Cornegy Jr., District 36
- Rafael L. Espinal Jr., District 37
- Carlos Menchaca, District 38
- Brad Lander, District 39
- Matthieu Eugene, District 40
- Alicka Samuel, District 41
- Inez Barron, District 42
- Justin Brannan, District 43
- Jumaane Williams, District 45
- Alan Maisel, District 46
- Mark Treyger, District 47
- Chaim Deutsch, District 48

Staten Island

- Deborah Rose, District 49

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for June 2017. Secretary-Treasurer Middleton advised that the T.D. checking account has a balance of \$892,272.98 as of C.O.B September 19, 2017.

September 14, 2017 — Secretary-Treasurer Middleton attended the ConCon Democratic Panel Debate at the Independent Democratic Club in Manhattan. President Cheliotos was a speaker on the panel and did CWA Local 1180 proud.

Secretary-Treasurer Middleton also discussed the importance of the Janus vs AFSCME Su-

preme Court case that will negatively impact all labor unions. In order to survive, we must hold member-to-member, one-on-one discussions to get our message across.

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

Members-At-Large Reports and Announcements:

Member-At-Large Charles Garcia reported that due to the devastation Hurricane Maria left in Puerto Rico, the Labor Council for Latin American Advancement (LCLAA) cancelled this year's SOMOS Convention and Anniversary Awards Gala. Instead of holding the convention, they requested that donations be made to the relief efforts in Puerto Rico. He also announced that on September 15, 2017, he attended the Ridgewood Democratic Club accompanied by First Vice President Gina Strickland, at which the Constitutional Convention was discussed.

Member-At-Large Venus Colon-Williams reported the Back Pack & School Supply Drive was a huge success. A total of 244 items were received, 30 of which were backpacks. This year the backpacks were donated to the Bronx Boys and Girls Club and the Castle Hill Baseball Team.

She also announced that this year's Hispanic Heritage Month Celebration will once again be held at the BMCC College on Saturday, November 4, 2017, from 10:00 a.m. – 5:00 p.m. All are welcome.

Member-At-Large Debra Paylor announced that she attended the Coalition of Labor Union Women (CLUW) Conference along with Hilary Bloomfield, Denise Gilliam, and Audrey Henderson. This year's theme was "Women taking it to the Street." CWA District 1 was present and conducted elections. Elise Bryant (District 1) was elected to take over the position as the new National President. Denise Gilliam was elected as a Delegate and Debra Paylor as an Alternate Delegate. The conference was very educational and informative. Additionally, she reported that the Manhattan Borough Community Coordinating Meeting was well attended. Patti Jacobs is a great Committee chair.

Member-At-Large Lisa Lloyd attended the Queens Borough Community Coordinating Committee meeting, which was also well attended.

Member-At-Large Robin Blair-Batte reported that the African American Parade went well.

Member-At-Large Denise Gilliam reported that there were 80 participants at the Pink and White Affair that to date raised \$455 with more donations expected. In addition, the CLUW Chapter donated \$100. The money will be sent to the American Cancer Society, Central Park Division. She also announced that the Women's Committee will not be hosting a Health Fair this year.

Member-At-Large Hilary Bloomfield announced that the Bronx Borough Community Coordinating Committee will meet tomorrow night.

Member-At-Large Hazel O. Worley announced that the Union's annual picnic was a success and a fun time was had. She also announced that everything is set for next week's trip to the National African American Museum in Washington, D.C. She further announced that the Brooklyn Borough Community Coordinating Committee meetings are going well. The Honorable Judge Robin K. Sheares was a guest at the meeting and announced her candidacy for re-election for Civil Court Judge in Kings County (Brooklyn). She also spoke about the importance of voting for judges in the upcoming Primary election and in all elections. Judge Sheares will be returning early next year to host a panel discussion with other judges on how city and state courts operate and how New Yorkers can best utilize the court system.

Motion was duly made, seconded, and carried to adjourn at 8:23 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

about our members

- Congratulations to the following PAAs at Human Resources Administration/Department of Social Services who were all recognized in June 2017 for their commitment and longevity to their jobs: Robin Copeland, 30 years; Sandra Toppin, 30 years; Renee Huntington, 30 years; Jacqueline Grant-Moses, 25 years; and Jayeola Enigbonjaye, 25 years. ■
- Condolences to the family of Jacqueline Welch who died on October 30, 2017. She was born in Brooklyn on August 28, 1961, and was the eldest of six daughters to the late Sylvester and Susan Chavis. On June 22, 1982, Jacqueline joined the Department of Correction as a Secretary, where she progressively moved up, and on April 13, 2015, was promoted to an Administrative Manager in Human Resources. She also represented CWA Local 1180 as one of the agency's union representatives, assisting her fellow employees with work-related issues. She was also an active member of Brooklyn Community Board Number 9. ■
- Condolences to the family of Jameelah Brown, Administrative Manager and Shop Steward at NYPD, who passed in November. ■
- Condolences to Executive Board Member Charles Garcia on the passing of his father Herminio Garcia Cortes on November 8 in Ponce, Puerto Rico. ■
- Condolences to the family of Shirley Littman, who passed on December 7, 2017. Shirley is survived by her husband Larry, son Danny, sister Vida Cooperberg, and many nieces and nephews. Shirley was a Shop Steward at the Department of Homeless Services and a member of the Local's People with Disabilities Committee. "She set the standard for being a union activist," said President Arthur Cheliotos. "She will also shine on in Local 1180." ■

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
6 Harrison Street, 4th Floor, New York, NY 10013-2898
www.cwa1180.org
Telephone: 212.226.6565
Security Benefits for Active and Retiree Members: 212.966.5353
Claim Forms Hotline: 212.925.1091 • Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
Retiree Benefits: 888.966.5353

Executive Board

Arthur Cheliotos, President
Gina Strickland, First Vice President
Gerald Brown, Second Vice President
Gloria Middleton, Secretary-Treasurer
Lourdes Acevedo, Recording Secretary

Members at Large

Robin Blair-Batte, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Williams, Hazel Worley

Communications Director

Communique Editor/Designer

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

Editorial Committee

Gerald Brown, Gloria Middleton — Committee Facilitators
Robin Blair-Batte, Sheila Boyd, Dan Cunningham, Robin Person, Evelyn Rodriguez, Carole Silverman, Quinella Williams, Edward Yood

Printed by DG3 North America • Ron Koff • ron.koff@dg3.com

IN MEMORIAM

NAME	AGENCY	DECEASED
Katherine Agard	Dept. of Social Services	10/5/2017
Annie Alexander	Dept. of Juvenile Justice	11/9/2017
Judy Brisco	Dept. of Social Services	10/29/2017
Jameelah Brown	Police Department	11/14/2017
Luis Curbelo	Health & Hospital Corp.	9/5/2017
Yvonne Danforth	Dept. of Social Services	10/13/2017
Alice Davis	Dept. of Social Services	9/7/2017
Sheryl Dos Santos	Dept. of Social Services	9/24/2017
Joan Dziedzic	Woodhull Medical Center	8/2/2017
Marie Ezigbo	Dept. of Social Services	11/1/2017
Sylvia Feldman	Dept. of Education	10/15/2017
Edwin Felicien	Dept. of Corrections	8/18/2017
Gloria Fleuranges	Department Of Education	9/1/2017
Joyce Gilliard	Dept. of Social Services	8/18/2017
Suzanne Grecke	Dept. of Transportation	8/1/2017
Charles Hammonds	Dept. of Social Services	9/10/2017
Jean Harewood	NYC Housing Authority	10/30/2017
Penelope Harris	Police Department	8/15/2017
Ernestine Hawthorne	Gouverneur Health Care	11/10/2017
Camille Janvier	Queens Hospital Center	10/4/2017
Valerie Johnson	Dept. of Homeless Services	8/13/2017
Adele Kaercher	Dept. of Sanitation	11/10/2017
Robert Kern	Dept. of Sanitation	8/19/2017
Esther Kessock	Dept. of Social Services	8/22/2017
Maureen Kravitz	Brooklyn District Attorney	11/13/2017
Irving Leibowitz	Financial Information Services Agency	10/21/2017
Sheila Metacarpa	Administration for Children Services	11/17/2017
Mary Meyerowitz	Dept. of Transportation	11/11/2017
Ilene Panzer	Dept. of Investigation	10/21/2017
Lonnie Rice	Dept. of Social Services	8/12/2017
Oslin Scott	Dept. of Social Services	8/28/2017
Patrica Spencer	Dept. of Corrections	8/4/2017
Wilfredo Vega	Dept. of Social Services	10/28/2017
Jacqueline Welch	Dept. of Correction	10/30/2017
Valerie Wright	Harlem Hospital Center	10/12/2017
Nilsa Wynter Moore	Dept. of Transportation	10/27/2017

CWA 1180 SOCIAL MEDIA



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 Community Coordinating Committees. For their locations and start times, 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	Denise Gilliam, Chair dgilliam@cwa1180.org
Organizing Committee	Steve Ferrer, Chair sferrer@cwa1180.org
Editorial Committee	Marci 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 Email contact: gmiddleton@cwa1180.org Meeting: 1st Thursday 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 vwilliams@cwa1180.org Meeting: 2nd Thursday of each month
Caribbean Heritage Committee Meeting	Gina Strickland, Chair gstrickland@cwa1180.org Meeting: 3rd Wednesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Brooklyn BCCC	Helen S. Jarrett, Chair krystleimages@yahoo.com
Bronx BCCC	Carolyn Chamorro, Chair carolynchamorro@hotmail.com
Manhattan BCCC	Patti Jacobs, Chair manhattanbcc1@gmail.com
Queens BCCC	Priscilla Carrow, Chair mspriscilla2@aol.com
Staten Island BCCC	Rosie Roman, Chair rosieroman800@gmail.com

Communications Workers of America, Local 1180

6 Harrison Street
New York, NY 10013-2898

NON-PROFIT-ORG.
U.S. POSTAGE
PAID
NEW YORK, NY
PERMIT NO. 8190

ELECTION DAY 2017

Team 1180 on the frontlines until the end

Team 1180 turned out in full force in all five boroughs leading up to Election Day 2017 to help elect labor friendly candidates, as well as encourage a no vote on the Constitutional Convention proposition. New Yorkers across the state made their voices heard loud and clear that ConCon was not going to happen and defeated the proposition by a whopping 83 percent. "ConCon went down in flames," said Second Vice President Gerald Brown who spearheaded the union's phone banking and member involvement in campaigns. "Labor definitely had some huge successes this year thanks to a coordinated effort not only within our own local, but within the entire labor movement."



Member-At-Large Denise Gilliam at the No Con-Con Labor Walk at Sandhogs, LIUNA Local 147 on 4332 Katonah Avenue in the Bronx. ■



Kallai Shell-Griffin and Retiree Elvia Prescott did their part to help defeat ConCon. ■



On October 30, CWA members attended a Town Hall with CWA Vice President Dennis Trainor, NYC Mayor Bill de Blasio, U.S. Senator Bernie Sanders and NYC First Lady Chirlane McCray to support de Blasio for Mayor. Attending were Executive Board Members Charles Garcia and Hilary Bloomfield, Shop Stewards Karen Smith and Sandra Fulgencio-Delmonte, Mobilization Coordinator Helen S. Jarrett, Deborah Valentin, Staten Island Community Coordinating Committee Chair Rosario Roman, and Local 1180 Intern Caring Okonkwo. ■

CWA Local 1180 went to Terminal 5 in Manhattan in support of Bill de Blasio's re-election as Mayor. Senator Bernie Sanders came out to show his support, too. Representing the Union were 1180 Intern Caring Okonkwo and Staten Island Borough Community Coordinating Committee Chair Rosie Roman. ■



1180 members joined in the October 28 Labor Walk Against the Constitutional Convention in Brooklyn. Representing the union were Loretta Williams, Staff Rep Desiree Waters, Deborah Valentin, Retiree Elvia Prescott, Glorian Brizan-Whitley, and Mobilization Coordinator Helen S. Jarrett. ■

