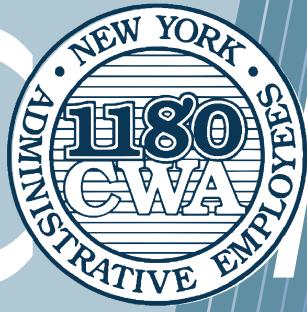


OCTOBER-DECEMBER 2019



COMMUNIQUE



UNION SETTLES CONTRACT

UNION SETTLES CO

In the midst of the holiday season, more than 8,100 Local 1180 members covered by the PAA et al contract received one of their best gifts of the year when the union settled its contract with the city and brought to closure months of negotiations that sealed an almost 44-month deal.

"I am pleased to announce that we have settled our PAA et al contract with the City. With a unanimous vote on the terms by the CWA 1180 Bargaining Committee, I signed the Memorandum of Agreement on December 9, 2019," President Gloria Middleton wrote in her statement posted on the union's website breaking the news.

The term of the contract is from May 6, 2018 - December 12, 2021, and calls for a 7.25 percent wage hike during the 43 months and seven days of the agreement. The agreement follows the wage pattern set by DC 37 in July 2018 since they hold the bargaining certificate for city municipal unions.

"Our bargaining committee members devoted a lot of time and energy into making sure that our members' highest priorities, needs, and wants were included in the final contract terms," Middleton said. "While it might seem like negotiations took a long time, in reality they did not. The process was quite smooth, with both parties respecting each other at the bargaining table and making a commitment to respect the negotiations process of give and take. In the end, we walked away with a deal that our members can be proud of and happy with — one that puts more money in their pockets and more benefits at their disposal."

The following is a **partial summary** of the terms and conditions of the economic agreement:

GENERAL WAGE INCREASES

Effective Date	General Wage Increase
May 6, 2018	2.00%
May 6, 2019	2.25%
Oct. 6, 2020	3.00%

ASSIGNMENT DIFFERENTIALS (Effective March 6, 2020)

- \$1,000 per annum for Legal Coordinators with inmate contact at the Department of Correction
- \$1,500 per annum for PAAs performing case management duties at SNAP centers



Bargaining Committee with their big smiles upon sealing the contract deal with the City. Executive Board Members Denise Gilliam, Helen S. Jarrett, and Hazel O. Worley; Allan Brawer, Policy Research Managing Partner; Rose Reeves, HPD Shop Steward; Office of Labor Relations Commissioner Renee Campion; Carmen Carter, DCAS Shop Steward; President Gloria Middleton; Elaine Blair-Walker, H+H Shop Steward; Floretha Bryant, DOC Shop Steward; Executive Board Member and Staff Rep Gregory Smith; Zenola Fields, DOF Shop Steward; and Robin Blair-Batte, Secretary-Treasurer. Not pictured: Second Vice President Gerald Brown. All contract story photos: Helen S. Jarrett



"We are happy to have finally reached an agreement on this contract that will better the lives of our members in New York City and allow them to start the new year with more money in their pockets.

This tentative agreement continues the forward momentum we as a union have established thanks to the support and solidarity of our membership."

— Gloria Middleton, President

CONTRACT

LONGEVITY INCREMENT (Effective March 6, 2020)

- The 15-year Longevity Increment shall be increased from \$925 to \$1,000
- Employees in the Administrative Manager (NM) title will be entitled to the 15-year Longevity Increment

EXPERIENCE DIFFERENTIAL

Effective March 6, 2020, the Experience Differential shall be modified to the following:

Years in Assignment Level	Experience Differential
After 3 Years	\$1,000
After 4 Years	\$1,000
After 5 Years	\$509
TOTAL AFTER 5 YEARS	\$2,509

NOTE: Employees advancing to a higher level after obtaining the Experience Differential shall maintain the Differential following their advancement.

RECURRING INCREMENT PAYMENT

Effective March 6, 2020, employees in the title of Administrative Manager (NM) shall be entitled to the contractual Recurring Increment Payments

PPCT UNIFORM ALLOWANCE

Effective March 6, 2020, the annual uniform cleaning allowance for Principal Police Communications Technicians shall be increased to \$300

COORDINATING MANAGERS (Effective October 6, 2017)

Adjustments of minimum salaries of the Coordinating Manager will increase 8 percent above the Assistant Coordinating Manager minimum salaries

ANNUITY FUND (Effective January 1, 2019)

- The annual Annuity contribution shall be increased to \$526.14
- Employees in the title of Administrative Manager (NM) shall be entitled to the annuity

PAID FAMILY LEAVE

The parties agree to opt in to the NYS Paid Family Leave Program as implemented by the City of New York, as soon as applicable

EEO SETTLEMENT

All terms and conditions of the Settlement will be incorporated into the Collective Bargaining Agreement where applicable

NEXT STEPS

In early January 2020, Middleton said that members covered by the PAA et al contract will receive a full packet of the terms and conditions of the negotiated contract so they can vote for ratification. Since these ballot packages will be mailed to home addresses on file with the Local, it's important for members to make sure that they have their most current and updated information registered with Local 1180.

Ballot packages will be marked "Ballot" and will come from the American Arbitration Association (AAA). Inside will be the information on the contract, a phone number for questions, and a PIN number to use when voting electronically on ratification of the contract.

AAA will tally the votes on or about January 28, 2020. AAA will provide clear instructions on how to cast your ballot. If a majority of the members vote YES for ratification, payout of the 2% due from May 2018 and the payout of the 2.25% due from May 2019 will be included in paychecks 30 to 45 days later.

"This has been a long but prevailing process," Middleton said. "Thank you for your patience, understanding, and support. We wanted to make sure we did the best we could by all our members, taking into consideration the monies we had allocated to us to spend and where the highest needs in various titles could be met. Of course, that all takes time."

Shop Stewards Rose Reeves and Floretha Bryant both served on the Bargaining Committee for the first time and agreed that they had no idea how much went into resolving a contract.

"It was ecstatic being selected to work on the collective bargaining committee. I am in my 36th year of city service and I never knew how intense and fundamental bargaining was, down to the smallest detail," Reeves said. "I loved the way President Middleton kept us involved throughout the entire process. What we thought and said mattered; even if she didn't agree, she put it out there. Kudos to her for her patience. In the end, we walked away with a very good contract that complements our recent salary increase from the EEO settlement for the Administrative Managers and helps PAAs as well. How sweet is that?"

Bryant said that serving on the Bargaining Committee was exciting, informative, and a huge learning experience.

"Knowing that I was a part of the negotiations process, helping our members get what they requested to be in the new contract, was awesome. I felt like my voice and opinion mattered in the whole process," she said. "President Middleton worked really hard to achieve the goals for all the members of CWA 1180. The major demands and requests of the members were met without hesitation. As part of the Committee, we were treated as part of the team and our voices mattered."

Bryant said that prior to serving on the Committee this year, she had no idea how much work went into the process even before negotiations with the City began, and just how time intensive it is from start to finish.

"Being on the collective bargaining committee showed me all the work that goes into negotiating our contracts, how the money must be calculated into percentages correctly so that we know where it is being spent in each area that needs the funds. If everyone had a chance to serve on the committee, they would understand better why the process takes as long as it does."

"All our members should be excited about the new contract. There are new things added to the contact like education incentives, training incentives, the increase for experience differentials and much more," Bryant said.

In a published report in *The Chief*, Labor Commissioner Renee Campion said, "The parties came together in good faith and respecting each other's proposals at the table."

Middleton said she hopes that members support this contract by voting YES to ratify and staying CWA #StrongerTogether. ■

THEY DID IT!

STORYCORPS SEALS THE

It was years in the making to get both union representation and then a contract, but StoryCorps workers finally have both — and they couldn't be happier.

Oct. 21, 2019 — the official first day of the first StoryCorps contract — is one that will be remembered by StoryCorps members and Private Sector Staff Representative Lena Solow for quite some time.

"These members stuck it out through a really tough two years of bargaining after their fight for union representation," said Private Sector Staff Representative Lena Solow. "Their generosity with each other and commitment to the fight was truly inspiring. They were strong fighters at the bargaining table and in the workplace, which resulted in a stellar first contract."

During the battle for representation and for a contract, it was, in fact, the unity and solidarity of the workers that sent a strong message to the StoryCorps board and management.

During the contract negotiations, they sent a letter that read, in part, "When we, the workers of StoryCorps, chose to unionize, we did not intend to maintain the status quo. Although we've made some progress, management's proposals are still pushing some of the same old policies and low wages that led us here. We came together to make StoryCorps a **more equitable and sustainable place to work**. We saw, and still see, the potential for StoryCorps to be such a workplace...We are asking for what we deserve as workers."

While it took a bit more than just "asking," the new ground-breaking contract secures many new benefits, including:

- Total 7.5% raises during life of the contract
- 20 vacation days after one year of employment
- Yearly professional development fund for each employee
- Remote work policy
- Comp time policy
- New health insurance plan with broader network, lower copays, and decreased monthly premium costs
- Yearly stipend for mental health care
- Guaranteed give-to-retirement plan for those making under \$50,000 and match for those making above \$50,000
- Immediate increase of \$4,000-\$5,000 in salaries for the lowest paid employees

StoryCorps is a non-profit organization whose mission is to record, preserve, and share the stories of Americans from all backgrounds and beliefs in order to build connections between people and create a more just and compassionate world. The nonprofit was inspired in large part by the work of Studs Terkel, who documented histories of common Americans and advocated for labor unions from the 1960s through the '90s. To date, StoryCorps has recorded more than 60,000 interviews all across the country. The stories they create are to remind one another of shared humanity, to strengthen and build connections between people, to teach the value of listening, and to weave into the fabric of our culture the understanding that everyone's story matters.

By Marci Rosenblum, Communications Director
& Lena Solow, Private Sector Staff Representative

And if everyone's stories matter, so too does the story of the StoryCorps workers themselves.

Their battle began in late 2016 when a group of StoryCorps workers got together to strategize about how they could improve conditions at their workplace. According to Maura Johnson, Program Specialist in Community Training who this January will be at StoryCorps five years, the idea of a union came about because workers were experiencing sudden layoffs, working for low wages, and weren't able to negotiate over working conditions. They wanted a seat at the table to remedy these issues and discuss others like healthcare benefits, severance packages, and greater transparency around pay. That's when they reached out to Local 1180 to help them start the process of unionizing.

Johnson said she herself joined the organizing effort because she had been in a union at a past nonprofit job and had seen it work there.

"Given the importance of the work that we all do at StoryCorps, representing narratives from across the country, it felt important to have representation of a union to support one another in this emotional work. We had seen the results of layoffs in the office and the way that nonprofits can demand so much of their workers. Unionizing was a communal process of workers coming together and wanting to support one another when we had not been able to have that support from our management," she said.



DEAL

"The collective voice holds a lot more power in terms of shaping change organizationally."

In May 2017, when the workers went public with their intent to unionize, StoryCorps management declined to voluntarily recognize the union. Instead, they immediately launched an anti-union campaign that even drew media attention. In the weeks that followed, management required all employees to attend meetings where they discussed their opposition to the union.

That left the members no choice but to go to a National Labor Relations Board (NLRB) vote, including a hearing to determine unit eligibility that delayed the vote by nearly three months. During that time, the workers stayed strong by hosting happy hours and lunches, posting signs around the office to make sure their coworkers knew their rights, and telling their story whenever they could.

It worked.

On Sept. 13, 2017, the NLRB announced the results of the representation election — StoryCorps workers voted by an 83 percent margin for a union voice.

Soon after winning their election, the workers jumped into contract negotiations and faced their first hurdle — the closing of the San Francisco booth. Members rallied around their laid off coworkers and secured severance, including continuation of health insurance, which eventually got secured in the contract as guaranteed for all future layoffs.

However, that guarantee didn't come without serious determination and drive by the Bargaining Committee and the members themselves. Staff Rep Lena Solow, Local 1180 Organizer Leslie Fine, and CWA District 1 worked with StoryCorps members for two years, planning actions that included t-shirt and button days, StoryCorps app recordings, picketing the StoryCorps

gala and chanting "Dave and Robin hear our call, 2% is way too small!"

StoryCorps National Facilitator Rochelle Hoi-Yiu Kwan who has been a member since March 2018, said that despite the difficult contract negotiations, members never gave up and continued to support each other. "We staged a walk-out during an all-staff meeting, a picket line outside the annual gala and in front of our office, a full recording day with labor organizers and StoryCorps union supporters. We had management walking on eggshells, never quite knowing when something would happen next. Our unit came together to support each other and push us all along until we finally reached a contract," Kwan said.

Johnson said members felt empowered by these actions, "like walking into CEO Robin Sparkman's office together to deliver the letter saying we wanted to unionize."

"The power dynamics in that room if you walked in alone would be so different, and that shifts immediately when you have a room full of people in red shirts with this letter in hand facing your boss communally. It totally shifted my perspective on what it means to be in a workplace and navigate these power dynamics," Johnson said.

Local 1180 President Gloria Middleton said the battles for recognition and a contract at StoryCorps should not have been as difficult as they were.

"Many other non-profits have organized without so much conflict and pushback," she said. "At 1180, we represent more than a dozen private sector shops and we have not experienced these types of obstacles with other shops."

Middleton said that management's sentiment felt during the organizing attempt was symptomatic of the anti-union movement spreading across the country during the Janus Supreme Court case and being pushed by the right-wing. However, since that time, unions have seen a huge uptick in membership and have watched their favorability ratings continue to rise as well.

She referenced a StoryCorps Union Facebook post from 2018 that stands out as summarizing the problem.

"Studs Terkel once said, 'Respect on the job and a voice at the workplace shouldn't be something Americans have to work overtime to achieve.' As a union, we've worked countless



unpaid hours to achieve just that, and we expect the same level of respect and dedication from our managers who sit across from us at the bargaining table."

"In spite of management pushback, we're proud of the contract we were able to achieve together and look forward to a productive relationship," Middleton said. "These members were an inspiration in their care for each other and tenacity through a hard fight for both unionization and a contract."

Kwan said that as a newcomer to both StoryCorps and the bargaining process, she found the negotiation meetings themselves quite infuriating.

"As someone who joined the Bargaining Committee pretty late in the game, I had a lot to catch up on and was so thankful for all the work that the Committee had already done up until then. Each time, we would arrive early to prepare with each other in order to start our meeting on time. And each time, we would continue to push, knowing that StoryCorps had more to give than they were letting on and knowing that our staff deserved more than what StoryCorps was offering."

Kwan said the long process of negotiations was both exhausting and demoralizing. And yet, throughout the entire time of contract negotiations, their unit came together in unbelievable solidarity. Now, StoryCorps members know that this is only the beginning.

"This first contract has laid a very strong foundation for our union contracts to come and ensures that future staff will have the opportunity to flourish in a workplace that truly cares for them as much as StoryCorps cares about our participants," Kwan said.

Prior to StoryCorps, Kwan had never been part of a union workplace and wasn't sure what to expect.

"To be quite honest, I never knew much about unions at all. I guess I always knew that unions were meant to protect the workers by advocating for a fair workplace, but I never could have imagined the feeling of solidarity until I became a part of one. The feeling of looking out for, and being looked out for, by fellow staff members who I may not work with on a daily basis, by union members from other organizations who come out to support our actions, by past StoryCorps staff who continue to push us and celebrate our successes with us, by the woman on the street who saw a few of us walk by in our red 1180 shirts and shouted 'Go 1180!' There is a collective understanding, vision, and strength at the foundation of union organizing that makes me so thankful to be a part of it," Kwan said.

And that is what the fight for unionization and a contract is all about. ■



Staff Rep Lena Solow with Bargaining Committee members Dupe Oyebolu, Rochelle Kwan and Maura Johnson could not be any happier on the day they finally settled their first StoryCorps contract.



GLORIA MIDDLETON

President

Even Nonprofits are Joining the Labor Movement

The numbers rise. The numbers fall. That's been the plight of union membership rates throughout the decades.

Union demographics have changed quite a bit in the past 35 years, with a decline in membership throughout the U.S. during the past few decades. For example, in 1983, 20.1% of employed wage and salary workers were unionized, but that number fell to 12.4% in 2008. According to the U.S. Bureau of Labor Statistics' (BLS) latest union membership statistics, this number was down to 10.5% in 2018.

A lot of this can be attributed to the fact that racial, ethnic, gender, and industry-distribution demographics have changed significantly since 1983 when the percentages were above 20%. With these demographic swings have come numerous studies showing that the typical union

and issues as everyone else who reports to an employer — issues like understaffing, increased workloads, and cuts in benefits.

And that's when reality kicks in and thoughts of a union aren't that bad after all. In fact, several nonprofits and private sector shops began turning to Local 1180 several decades ago, just as these types of shops began considering unionization at all. They were in search of representation from a well-established local with the experience and expertise to get the job done, and a reputation of being fair, but firm, when it comes to bargaining and negotiations.

From Amnesty International and Open Society Foundation to The Nation Institute, ALIGN, and ASPCA, workers began reaching out to Local 1180. As we developed more of a reputation for representation in the nonprofit world, more groups of workers looking to organize sought us out. We even just welcomed our newest nonprofit, Edible Schoolyard NYC.

The nonprofit sector across the country is large and expanding. What I didn't know, but recently read, is that the nonprofit sector is the third-largest industry in the United States behind retail and manufacturing. An article entitled "Unionizing Nonprofits" reports there are more than 1.5 million nonprofit organizations in the United States, holding more than a trillion dollars in assets, and providing services ranging from low-cost health care to river cleanup. According to a 2012 report by the Center for Civil Society Studies at Johns Hopkins University, nonprofit employment represented 10.1 percent of total employment in the United States in 2010, with total workforce numbering 10.7 million.

The nonprofit sector even grew while the rest of our country's economy was decreasing. One published report states that during the most recent recession, the nonprofit sector gained jobs at an average rate of 1.9 percent per year, while the private sector lost jobs at a rate of 3.7 percent annually.

All of these are some impressive numbers and open the doors for a lot of future organizing campaigns, especially since current reports indicate that less than 6 percent of nonprofit employees are unionized.

Again, we have to ask why there has been a shift in nonprofit worker attitude toward unions in the past few decades that has prompted workers to seek representation.

It could be attributed to the fact that nonprofit management sometimes takes advantage of employees' desire to do good, and guilt-trips them into working long hours for low pay. Or it could be that while burnout is common in quite a few sectors, burnout in nonprofits tends to be even higher as wages are generally lower than in the public sector or in for-profit companies, and workers typically feel emotionally invested in the nonprofit they work for, which often takes a larger mental toll. Either way, nonprofit workers are definitely searching for the perfect union fit, and that includes Local 1180.

For nonprofit management to fulfill their mission, they need to find ways of recruiting and maintaining workers who are fulfilled, and feel both valued and empowered at work. That's not always so easy with the oftentimes meager salaries at a nonprofit, and the lassitude of employees.

That's where having a labor union becomes so valuable. By negotiating and working with management on behalf of the workforce, we have been able to assemble solid packages of wages and benefits that include vacation time, parental leave, and retirement contributions, all while making sure employees feel valued and know that they have a voice.

On the other side, management also benefits from having a unionized staff because workers know there is a space for open dialogue that often results in less behind-the-scenes griping. Formal collective bargaining agreements not only clearly set the guidelines on pay, benefits, and discipline, but also provide nonprofit management with a concise framework to address concerns by both sides.

One thing we have learned is that it benefits both the staff and the management of an organization to have a labor union that works for everyone. Having a union allows for greater problem-solving and a collaborative culture — two positive aspects no matter how you look at it.

Bottom line is this. A worker who is treated better does better work. And when workers do better work, management benefits. The public sector knows this is true. The private sector does, too. And now, the nonprofit sector is learning. Statistics make it clear: unions have already made a huge impact in the nonprofit world. ■

But organizing in the nonprofit world is a different story. The nonprofit sector has typically shied away from any association with unions in the past as the two ideologies just didn't seem to mesh. While union organizing has been somewhat longstanding at colleges, universities, and hospitals, the rest of the nonprofit world hasn't typically welcomed the notion of unionization — until now.

worker of three decades ago — a white male manufacturing worker — is no longer the accurate description of today's labor movement. We know that unionization in the public sector is quite common, especially in New York City, one of the most labor-centric cities in America. However, unions have been around in the private sector for quite some time as well.

But organizing in the nonprofit world is a different story. The nonprofit sector has typically shied away from any association with unions in the past as the two ideologies just didn't seem to mesh. While union organizing has been somewhat longstanding at colleges, universities, and hospitals, the rest of the nonprofit world hasn't typically welcomed the notion of unionization — until now.

That's because workers at nonprofits are beginning to realize that although they often have a different mindset than workers in the public or private sector, they are still workers just the same, with similar problems

THE YEAR WAS

1953

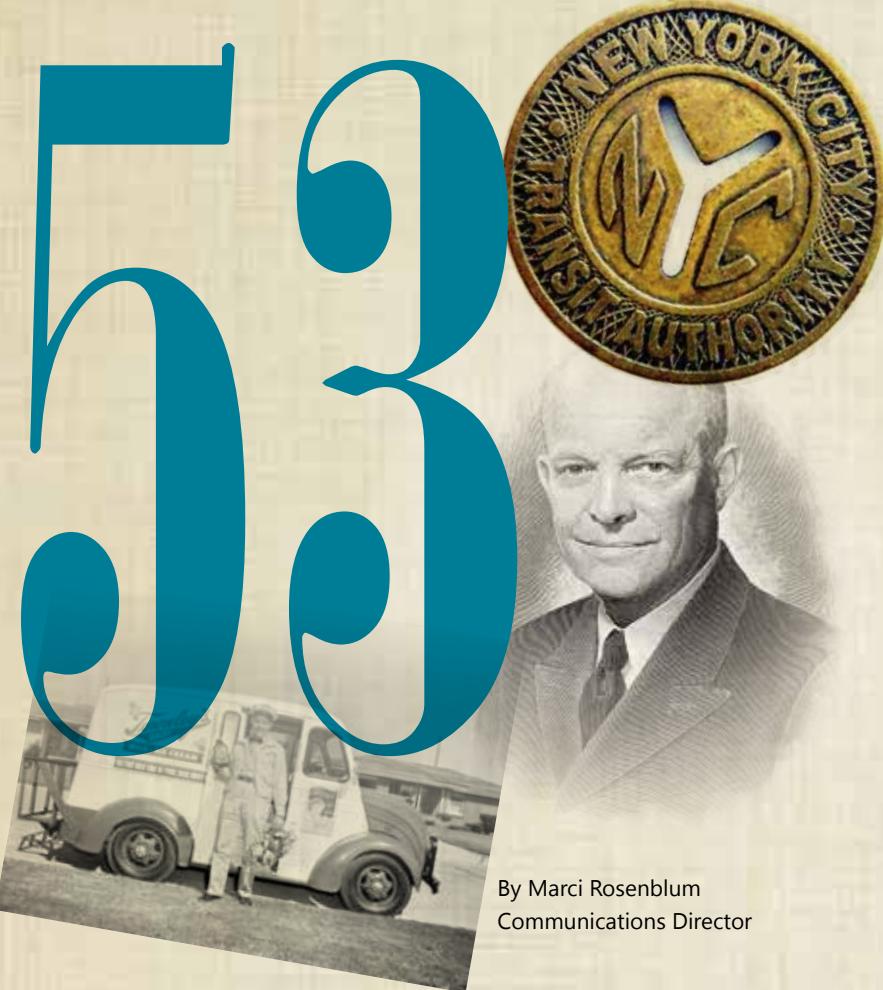
AND **SHIRLEY WILLIAMS MYRIE**
WAS JUST ENTERING THE NEW
YORK CITY WORKFORCE.

Dwight D. Eisenhower was president of the United States. Vincent Pelletiere was the Mayor of New York City. The New York Yankees won a record fifth consecutive World Series championship. The cost of a subway ride was 15 cents, and it was the first year that the "Small Y" token was issued, with a total mintage of 48 million.

Williams Myrie was just 18 years old on November 2, 1953, when she started working for what is now the Administration for Children's Services — and more than 66 years later, she is still on the job, working in the same agency, reporting to the office five days a week. As of now, she has no plans to retire, and isn't even giving the idea any thought.

"I like to stay active. If I stayed home, my limbs wouldn't work. I don't like to just sit around," she said from her fifth floor office at 150 William Street in lower Manhattan. "I started out working as a stenographer with attorneys, and I'm still working with attorneys, although now I'm using a computer."

When she began her city career, Williams Myrie recalled earning \$2,650 a year — not a month, she emphasized — and her monthly rent in the east Bronx was \$32. Her nearly-seven-decade career path has escalated from a legal stenographer to a senior stenographer to a supervising stenographer to her current position as a PAA III.



By Marci Rosenblum
Communications Director

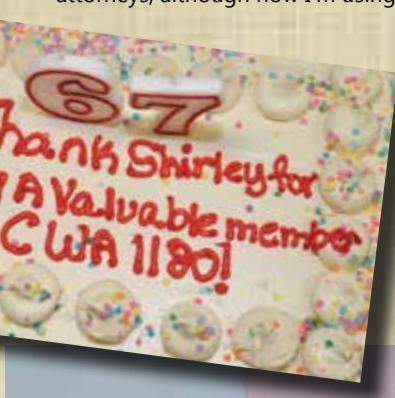
"To get each new title I had to take a civil service exam," she said. "I remember when I first started, I worked with attorneys on criminal cases so we worked a lot of nights. I was part of a stenographer pool and there was a lot of overtime."

As part of her job responsibilities, Williams Myrie worked on cases for hearings that involved child abuse and neglect in families with children, legal cases, and even criminal cases involving children. And when she isn't at work, she certainly isn't sitting at home doing nothing. She keeps busy with various church activities and even volunteers in the office. She likes to read but does not watch much television. She does not have social media accounts or personal email, although she does use email for work. "Someone has to show me how to Google," she said.

She remembers when "improvements" came to the job in the form of manual typewriters, then electric typewriters. She chuckled when speaking about carbon paper, whiteout, and mimeograph machines — standard office supplies and equipment used earlier in her career that today's generation isn't even aware of. Oh, and then there were word processors, the predecessor to today's computers.

"I don't work as hard now as I did before, but that's because computers have made things easier. When I first started, I was working for three or four attorneys and had to do shorthand for all of them at the same time. I had to figure out how to prioritize. I can still do shorthand, and sometimes I still do when I want to take a quick note," she said.

Continued on page 8



Staff Rep Romano Jones, Shop Steward Bonnie Sanders, and Staff Rep Anthony Lewis presented Shirley Williams Myrie with a gift from Local 1180 — a plaque that read: "With our greatest appreciation. For your commitment, devotion, and being recognized as the longest working New York City employee with 66 years of service with Administration of Children's Services. Words cannot express our gratitude to you for your unconditional commitment to the needs of families in New York City. Your service is deeply appreciated by the Officers, Executive Board, and Members of CWA Local 1180. May you be proud of the work you do, the person you are, and the difference you make."

THE YEAR WAS **1953**

Continued from page 7

AND **SHIRLEY WILLIAMS MYRIE** WAS JUST ENTERING THE NEW YORK CITY WORKFORCE.

Yolanda Harris, Esq., Supervising Attorney of the ACS Records & Compliance Unit, and Williams Myrie's supervisor for the past five years, said she would describe the octogenarian as "determined and direct, a loyal and conscientious friend to know."

"When I began supervising the Records & Compliance/FOIL Unit, I had no idea that Ms. Williams had been with the agency for so many years," Harris said. "My first impressions were that she was very diligent and professional and cared about her coworkers. She was well-liked by ACS staff from other divisions who helped to organize a birthday party for her in September 2015 to commemorate her 80th birthday."

While change seems to be part and parcel for Williams Myrie throughout the years, some things have remained constant. She still commutes about an hour each way from her home in the Bronx by subway, bus, and foot, and prefers stairs to the elevator. Her day begins at 6 a.m. (after five-six hours of sleep a night), followed by walking her Yorkie Poo at 7 a.m. She then either walks 10 blocks or hops a bus to catch the D train to the A that takes her downtown, where she puts in a full workday from 10 a.m. - 6 p.m. Even then, however, she's still up for more walking.

"I have to make sure I walk on my lunch hour," Williams Myrie said when talking about the structure of her day. "I will sometimes go to the store and do my shopping here because something that I want is on sale. I just take the groceries home with me on the subway. If it's nice out, maybe I'll just go for a walk."

While Williams Myrie definitely gets around locally, you won't find her taking many vacations. In fact, in 2019 she didn't even take one vacation day, and since she rarely gets sick, she admits to having accumulated quite a bit of time with the city. Her last vacation was in 2017 to Washington, D.C. for a week, as she had never been there before. And in 2015, she visited Las Vegas. Additionally, she has taken three cruises, although considering the number of years she has put in at the job, she is certainly entitled to another one.

As for never getting sick, "I don't get headaches. I don't even know what a headache is," she said. "I don't drink alcohol because alcohol makes me dizzy. I eat everything. I don't have problems with my health."

Maybe Williams Myrie holds the key to living a long life.

"You are never too old to become younger," said Local 1180 Staff Rep Romano Jones who presented Williams Myrie with the plaque, along with her new Staff Rep Anthony Lewis. "I first saw her at an ASC recognition ceremony but her Shop Steward Bonnie Sanders told me all about her and I was so inspired. She has a real zest for life and is determined to live every day to its fullest. She sets a real example for those who follow in her footsteps."

Sanders has been the Shop Steward at Williams Myrie's site since 2013 and initially met her through another 1180 member, Dorothy Banks, now retired.

"I went to introduce myself to Shirley as her Shop Steward and couldn't believe she was still working and that capable, both physically and mentally. Shirley is an inspiration to all of us, not only in 1180, but everyone working in the public sector," Sanders said. "She is an amazing woman. She does the same work as everyone else does. She carries her own load. The magnitude of the work she produces is unreal. She has to get her cases together so the lawyers can go to court, and with the amount of kids we have in the system, the number of cases she must go through every day is unbelievable. After a long day, she leaves work and still stops at Key Foods before she goes home. Even I don't have the energy for that!"

So when will Shirley Williams Myrie actually retire? When I feel like I can't contribute at work anymore, that's when I'll retire," she said. Until that time comes, you can find Shirley Williams Myrie hard at work, plowing through purple case folders, typing away on her computer, keeping up with a generation young enough to be her great grandchildren. ■

Wishing you a Happy & Prosperous New Year

May the new year and new decade be a sign of all the good things yet to come.



New York City Council Speaker Cory Johnson came to say Happy Holidays and Happy New Year to all Local 1180 members. He is pictured with Secretary-Treasurer Robin Blair-Batte, Mobilization Coordinator Helen S. Jarrett, Executive Board Member Lisa Lloyd, Second Vice President Gerald Brown, and President Gloria Middleton.



New York City Comptroller Scott Stringer said he feels like part of the Local 1180 family and had to stop by and wish everyone a Happy Holiday and New Year. He is pictured with Secretary-Treasurer Robin Blair-Batte, President Gloria Middleton, Second Vice President Gerald Brown, Recording Secretary Lourdes Acevedo, and former President Arthur Cheliotes.



GINA STRICKLAND

First Vice President



It's a Benefit to Know About Your Benefits

Today, unions are more important to working people than ever before. What happens when you think you deserve a raise — or need a day off to take care of an unexpected emergency or family situation — or your employer wants to transfer you to a different agency — or working conditions on the job are suddenly endangering your safety?

While we all know that unions are here to negotiate our contracts, get us raises, and protect us on the job, it's the smaller day-to-day things unions do that members often just aren't aware of. In fact, much of what the Officers, Staff Representatives, Executive Board Members, Office Staff, and Benefits Staff work on every day would not even cross your mind until you actually need it.

Not too long ago, I got a phone call from a distraught member. She was dealing with quite a few personal issues at home and trying

policies and court papers; identity theft protection; wills; health care proxies; legal defense benefits; separation and divorce proceedings; family court benefits; custody; adoption; personal bankruptcy, veteran and service affairs; estates; homeowner and tenant rights; criminal arraignment benefits; bail bond benefits; and so much more that it's impossible to list it all here.

Everything, of course, is on our website at www.cwa1180.org/benefits and I would highly recommend that you spend some time reviewing what your union provides so when, and if, the time comes that you might need the help of a lawyer, you know what you are entitled to from Local 1180.

Most members, at one point or another in your lives, will be able to take advantage of the legal benefit we offer as part of union membership. And this is just one of the many benefits we offer to our members. The only fees involved are those for filing of legal documents, not the legal services themselves.

Securing great benefits is part of what unions do best. On average, union workers are more likely to enjoy better benefits compared to non-union employees. That includes health, retirement accounts, and paid sick leave. According to one recent report by the U.S. Bureau of Labor Statistics, pension coverage for unionized workers was significantly higher than for non-union workers: in the public sector 78 percent of union workers had pensions (67 percent in the private sector) in contrast to a mere 13 percent of non-union workers in the private sector. That's because union representatives work out these details as a part of the collective bargaining process we go through with the City when we sit to negotiate new contracts.

Circling back to the distraught member I spoke with, another benefit I was able to steer her toward is **HCAMS — HealthCare Assistance with Member Support**. Last year in the *Communique*, we ran an in-depth story on mental health and the struggles not only our members, but most Americans, increasingly face in their everyday lives.

HCAMS offers a **confidential, no-cost** Employee Assistance Program to all members and their families, 24 hours a day, seven days a week. The staff can help you with stress and anxiety-related conditions, drug and alcohol dependencies, addictions, depression and anger management, grief and loss counseling, family and relationship problems, and more.

It's so important to recognize the signs and symptoms of stress, but when we are the ones impacted, we often don't see them. The problem is that if they are left untreated, they can, and will, have a negative impact not only on your job performance, but your health and your family, as well.

Mental health services are expensive and the costs associated with seeking help are one of the main reasons many do not reach out. That's why Local 1180 provides HCAMS as a free benefit to our members. If you think this is a service that would help you, or if it is just something you want to inquire about, please ask. The **service is free and confidential**, meaning getting help can not impact your job.

Finally, at least for this one particular member, we were able to help her apply for **New York State's Paid Family Leave Law (FMLA)**. She was in need of, and entitled to, time off from her job to deal with her personal situation,

FMLA provides eligible employees job-protected, paid time off when they need it the most: to care for a family member with a serious health condition, bond with a newborn baby, adopted or fostered child, or assist loved ones when a spouse, domestic partner, child, or parent is deployed abroad on active military service. During the employee's time off, FMLA guarantees job protection, continued health insurance, and protection from discrimination or retaliation.

Life is filled with ups and downs. The small bumps are manageable; it's the large bumps that throw us for a loop and too often can leave us feeling overwhelmed and without a place to turn. That's where Local 1180, your union, can help. While we may not always have the right answer, we are here to assist where we can, help steer you in the right direction, and let you know about all the benefits and services we do offer as part of your membership that you might not be aware of because you just didn't need them at the time you originally learned about them.

We always tell you that Local 1180 is your family and as family, we stick together. When one of us is hurting, we reach out to help.

As we close out 2019, I would like to wish you and your families the best of health, happiness, and peace for the holiday season and a new year. May 2020 bring us all the best of everything. ■

The small bumps are manageable; it's the large bumps that throw us for a loop and too often can leave us feeling overwhelmed and without a place to turn. That's where Local 1180, your union, can help.

not to bring them into work. But as we all know, sometimes keeping our personal lives and our work lives separate is not an easy task. No matter how hard we try, the two are really intertwined and our emotions from one often get carried over into the other.

We spoke for some time, and I did my best to offer both a shoulder to cry on and some guidance. In the end, what she really needed was to take advantage of a benefit that the union offers, yet one she knew nothing about — free legal services.

So often our members are not tuned in to all the benefits we offer simply because they do not need them at the time they read about them either in a letter, on the website, or in the *Communique*. It's not that we don't publish information about all our benefits, because we do; it's just that like most people, we only pay attention to what impacts us at the time.

I want to touch a bit on Local 1180's **free legal services** because the plan covers so many different services. You can use the legal services for general consultations; document review for things like warranties, purchase agreements, loans, leases, insurance

Early Voti

NUMBERS LOW BUT SPIRITS

In a city known for Election Day mishaps, extremely long lines, and heated tempers, the first attempt at early voting seems to have gone off without a hitch — at least according to the New York City Board of Elections and Local 1180 members who reported in about their early voting experiences.

For the first time in state history, New York City registered voters were able to vote beginning October 26 for nine days through November 3. This year, Election Day was Tuesday, November 5.

"New York was seriously lagging in its ability to make it easier for residents to vote," said Local 1180 Second Vice President Gerald Brown. "We were the 39th state to implement early voting and for such a progressive state, that isn't saying very much. We should have been one of the leaders in the early voting movement, not one of the last to allow it. Labor unions are hopeful that early voting will help reverse the downward trend in voter turnout in the years to come."

Local 1180 did a large outreach campaign via social media, direct member-to-member contact, website posts, and email blasts to members to inform them about early voting, the benefits, how it worked, and encourage them to take advantage of the process.

Retired Local 1180 member Ed Adomatits from Queens said he voted early and was glad he did. "It was convenient to vote in the nine days that early voting was offered. It was easy. There were no long lines. I would be glad to do it again and suggest everyone take advantage of it," he said. "The only disadvantage is that you cannot vote at any site; you must go to your designated location."

Designated locations for early voting might only be for 2019, however. According to a Board of Elections spokesperson, they decided to assign early voters to a designated location in order to minimize ballot variations that each center would have to produce on demand, and simplify a hand recount, if one became necessary. In future elections, the BOE claims it is striving to allow early voters to cast a ballot at any polling site in their county. Statewide, there were 248 early polling sites, with 61 of those located in the five New York City boroughs. Reports showed slightly more than 60,000 City residents in total cast early votes of the 256,000 total statewide. That equates to roughly 1.14 percent of registered City voters who turned out early to the polls. According to the New York City Board of Elections, Manhattan pulled in the highest early voter participation, followed by Brooklyn.

Brown said low voter turnout for both early voting and voting on Election Day can in part be attributed to the fact that 2019 was an off-election year, meaning

there were no races for president, congress, governor, state legislators, or any other "big name" races to draw larger voter turnouts.

Local 1180's Legislative Coordinator John O'Malley, who spent many months in Albany during this year's legislative session tracking early voting bills, said many consider 2019 early voting to have been the test run for next year's much larger races.

"The 2020 presidential and congressional elections are expected to attract possible record voter turnout," O'Malley said. "By having our trial run of early voting in 2019 when everyone knew turnout was going to be low, the city and state Boards of Elections were able to work out any kinks and voters themselves were able to see firsthand the advantages of getting to the polls well ahead of election day itself."

Several Local 1180 members said they were surprised by the new technology they found at the early voting locations when they arrived. Poll workers were equipped with tablets they used as electronic poll books instead of the cumbersome paper books from yesteryear. Once a poll worker confirmed a voter's registration, an individualized ballot for the voter's election district was printed, the voter filled out the ballot, and then inserted it into a scanner.

According to Local 1180 member Heather Logan (Director, Cash Assistance Center), workers at the polling location she voted at were all pleasant and amenable to answering everyone's questions.

"The wait time was less than one minute. The staff and police were very friendly. They were eager to answer any questions that I posed to them. After my great experience, I recommended all my family and friends to take advantage of the early voting. I am happy to say that those who took advantage were very satisfied. Those that waited until Election Day were disappointed. They were met with long lines and confusing directions from the poll workers due to the stress of the long wait times," Logan said.

PAA Delores S. Smith-Johnson agreed. "I thought the process was great. The site for my area was very organized, there were no long lines, and the workers had no problem signing in the voters using the new system. The tablets made it easier for both the workers and the voters, especially if voters had their cards that allowed them to skip the information table and allowed the tablet to read the barcode on the card. That way the voter's information came right up. If they didn't have their card, the poll workers knew how to pull up the information for the voters. The one thing I saw that needed to be revised was I think there should be two tablets at each of the ED/AD tables."

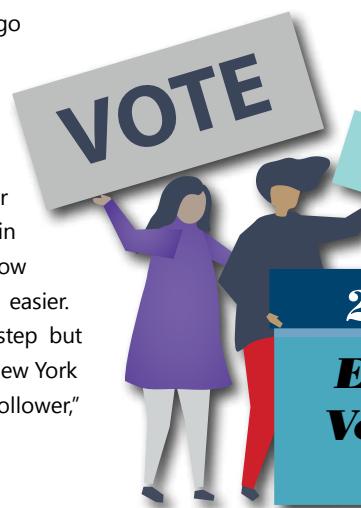
Smith-Johnson said she would definitely encourage others to vote early going forward. In fact, in 2020, there will be 27 days of early voting: nine days ahead of the presidential primary on April 28, and nine more for the state and federal primaries on June 23. The general election on November 3 will have nine days of early voting as well. Local 1180's Brown said that the union will once again be instituting a huge push next year for members to take advantage of early voting to avoid long lines.

"It's just so much more convenient to participate in early voting when you can go on a weekend, or even a weekday when the lines are significantly shorter," Brown said. "Voting is your right and your responsibility as an American citizen; yet, far too many do not partake in the process because of the obstacles in getting to the polls and casting your vote. Early voting's goal is to increase voter participation and that is the message we will be sending to our members next year in particular since it is a presidential election year."

In New York, more than a third of eligible voters are not registered. The state also has one of the lowest voter turnouts across the country, ranking 48th for turnout in the 2018 midterm elections, with less than half of its 12.7 million registered voters participating in last year's state legislative, congressional, and gubernatorial elections, according to City officials.

Earlier this year state lawmakers passed voter reform bills that included establishing an early voting system, putting state and federal primary elections on the same day, allowing same-day voter registration, removing a requirement for absentee voters to disclose why they need an absentee ballot, and allowing 16- and 17-year-olds to preregister. Next up on the legislative agenda could be automatic voter registration, whereby unregistered and eligible voters are added to the voter registration rolls with a single interaction at a government agency, for example when visiting the DMV or the Department of Health. This process has been implemented in 15 states, and could register 1.5 million eligible voters in one year, according to advocates.

Brown said all of this would go a long way toward New York putting its money where its mouth is. "We hear all the time about wanting to make it easier for New Yorkers to participate in the voting process. Well, now it's time to actually make it easier. Early voting was the first step but now we need to do more. New York should be a leader, not a follower," Brown said. ■



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HIGH

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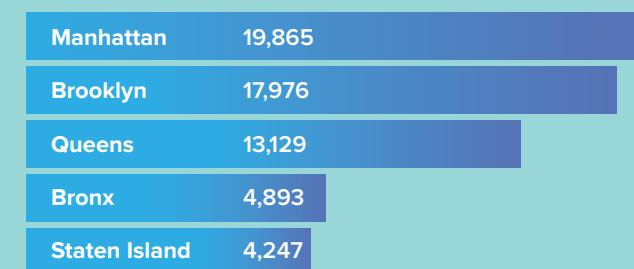
— Heather Logan

Number of Early POLLING SITES by Borough



* The law mandates one site per 50,000 registered voters, but doesn't require more than seven sites.

Number of Early VOTES CAST by Borough



TOTAL NUMBER OF REGISTERED VOTERS Per Borough



Pamela Koller
Administrative Manager
Parks

"I felt like I was a celebrity when I participated in the early voting process close to my home in Long Island City on the Sunday before Election Day. There were absolutely no lines, the workers wore happy faces, and they knew exactly what to do. It was a fun atmosphere and everything was smooth sailing. The reason I did early voting is to make others aware that voting early might be more convenient for them. I worry about how few people I know take voting seriously. I wanted my early vote to be counted in the news, to increase the numbers, and to make a statement. I really do hope we keep the early voting process and that more people show up to vote!"



Heather Logan
Director
Cash Assistance Center

"Voting on election day is so stressful. The lines are very long, and poll workers are stressed and sometimes angry for these reasons. I wanted my neighbors, who are seniors and disabled, to have a fair chance and get the extra time that they needed to vote early. My elderly father who is 84 years young, resides in Florida and said he loves early voting. My dad says that if it wasn't for early voting, he would not go to the polls. And we all know every vote counts and we must be a part of the solution. I will continue to take part with early voting. I hate stress and I want to ensure that my vote is in without any obstacles."



Delores S. Smith-Johnson
PAA

Human Resources Administration
Office of Policies Procedures &
Training/Training Team Operations

"I think early voting will encourage more New Yorkers to vote early because it allowed voting on the weekend. Those who took advantage of the process didn't have to worry about making it to the polls before 9:00 p.m., especially those who had to work, and they didn't have to rush out the house to make it to the polls before going to work, either. In my opinion the early voting process was a win/win for New York."



Valerie Deshong-Defour
PAA 2
Department of Finance

"I figured that there wouldn't be long lines. The voting location was right across from my Brooklyn bus stop I use when I go home, and the weather on Election Day was supposed to be cold and rainy. I found early voting to be very efficient. The people were friendly and helpful. They directed you exactly where you needed to go and they were so pleasant. I would recommend it to everyone and I would do it again. I was saddened to see the reports that not many folks took advantage of it but I hope they do it again."



Ed Adomaitis
Retiree

"It was convenient to vote in the nine days that early voting was offered. It was easy and there were no long lines. I would be glad to do it again and suggest everyone take advantage of it. The only thing missing is that you can not vote at any polling site; you must go to your designated location."



Debra Paylor
PAA, H+H
Local 1180 Member-At-Large

"I took advantage of early voting this year and I loved it. There were no lines and no waiting. The whole process took less than 10 minutes. I would encourage all our members to take advantage of early voting next year when it's going to be a much larger election year and the races are going to be so crucial to labor."

MEMBERS IN ACTION

Bronx BCCC Gives Back to the Community



In November, the Bronx Borough Community Coordinating Committee held a perishable goods drive with the items collected being donated to the St. Ann's Episcopal Church located at 295 St. Ann's and 149th Street. The church was founded in the 1800s and was used to educate the less fortunate with basic reading, writing, and mathematics skills. To this day, the parish is still educating the community. It now has a food pantry and soup kitchen that they operate twice a week. Pictured with just some of the collected food items are Hilary Bloomfield, Valerie Francis, Joel Spearmint, Carolyn Chamorro, and Darren Stukes. ■

Rally for Safe Staffing



On Oct. 22, HRA Shop Steward Stephanie Sorillo (far right, red cape) attended the Safe Staffing Hearing/Rally at 90 Church Street near the famous Oculus in downtown Manhattan. This rally touched Stephanie's heart as it took her back to when her father was in a nursing home. She recalled that the staff was angry because of short staffing — the nurse-to-patient ratio was 22:1. Sorillo said she was able to relate to the problem from the side of the family because of her personal experience. ■

Leadership & Development Certificate

Earlier this year, four members completed the Joseph S. Murphy, CUNY School of Labor and Urban Studies (SLU), in the Civic Engagement Leadership and Development certificate program. From left: Dr. Gregory Mantsios, Founding SLU Dean; Deborah Valentin, Local 1180 Organizing Coordinator; Rosario "Rosie" Roman, Shop Steward; Helen S. Jarrett, Local 1180 Mobilization Coordinator & Executive Board Member; and Shop Steward Floretha Bryant. Pictured at far right is James Steele, Distinguished Lecturer. ■



Retiree Membership Brigade Gets Results

At the Retiree Membership Brigade's (RMB) Nov. 7 meeting, President Gloria Middleton thanked the members for stepping up when they were called upon to assist the union with getting membership cards after the Supreme Court decision in the Janus case was rendered on June 27, 2018. The Brigade started collecting signed cards on Jan. 23, 2018, and as of Nov. 20, 2019, they had visited more than 408 sites and did one-on-one surveys with members to find out how they felt about the union. This campaign has taken CWA Local 1180 to a steady 98% membership. Pictured: Julia McCraw (DOF), Mary Mason (HRA), Helen S. Jarrett (Local 1180), Brenda McDonald (HRA), Helena Crump (HRA), Gloria Middleton (President), Lelia Brunson (HRA), Teria McGhee (DOHMH), Deborah Valentin (CWA), Daniel Cunningham (DEP), Edmundas Adomiatis (NYPD), and Raymond Griffiss (DOE). ■



Walking to Fight Breast Cancer



On Sunday, Oct. 20, Local 1180 members 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. Member-At-Large and Women's Committee Chairperson Denise Gilliam and the Women's Committee spearheaded Local 1180's participation that helped raise awareness and funds to help the cause. Today, one of every two women newly diagnosed with breast cancer reaches out to the American Cancer Society for help and support. The donations raised go toward breast cancer research, free information, services for women diagnosed with the disease, and access to mammograms for women who need them. ■

City Comptroller Stringer Guest Speaker at Meeting

Longtime advocate of labor, City Comptroller Scott Stringer, attended the September General Membership meeting as guest speaker to talk about several issues in New York City impacting the labor movement and answer member questions. As usual, the Comptroller devoted unlimited time to spending with Local 1180 members during the meeting. Pictured from left: President Gloria Middleton, Comptroller Stringer, Second Vice President Gerald Brown, and Secretary-Treasurer Robin Blair-Batte. ■



SIDA Recognizes Helen Jarrett



Local 1180's Mobilization Coordinator and Member-at-Large Helen S. Jarrett was recently honored with the John W. Lavelle Labor Award by the Staten Island Democratic Association. Upon receiving her award, Jarrett called out her own family and her union family as contributing to her success. "Just as SIDA is at the forefront in the political realm as the borough's oldest, largest, and most progressive Democratic Club, so too is Local 1180 at the forefront of the labor movement as one of New York City's most progressive unions. Our president — the first female, and first woman of color at the helm of the union representing almost 9,000 City workers — leads by giving the rest of her team — including me — the opportunity to speak out on behalf of labor in our own communities. We are the voice of working people in our communities. We are representatives of labor in our communities. We are the leaders of change in our communities ... because if we remain silent and do not seek to make change, then nothing will change. As Martin Luther King Jr. once said, 'Our lives begin to end the day we become silent about the things that really matter.' And what really matters to me is my community ... my union ... the chances bestowed upon me by Local 1180 president Gloria Middleton and former president Arthur Cheliotes — both of whom lead by example and have taught me not only why it's important to make a difference, but how to actually make a difference. And, of course, what matters THE MOST is my daughter Krystle, my family, and of course, my belief in God, the one who truly runs the world." Left photo: Shop Steward Rosie Roman; Staff Rep Teesha Foreman, First Vice President Gina Strickland; President Gloria Middleton; Staff Rep Gregory Smith, Member-at-Large Hazel O. Worley, Jarrett; Mason Logie Jr.; Recording Secretary Lourdes Acevedo; Secretary-Treasurer Robin Blair-Batte; Member-at-Large Hilary Bloomfield; and Shop Steward Monise Etienne. Right photo: Krystle M. Shell (Jarrett's daughter), Middleton, Jarrett. ■

MEMBERS IN ACTION

You Can Go To College Honors Blair-Batte



Local 1180 Secretary-Treasurer Robin Blair-Batte was recently honored by the "You Can Go To College" Committee for her commitment to advancing educational opportunities in the labor movement. She was nominated for this special recognition by Priscilla Carrow (Coordinating Manager, HHC, Elmhurst Hospital). You Can Go To College provides opportunities for students to attend college through trips to predominately African-American colleges where extensive tours and financial aid workshops are conducted, and testing preparation classes for the SAT is offered. In accepting her award, Blair-Batte said, "I am most humbled to accept this honor. I thank Priscilla Carrow for nominating me and Queens Borough Community Committee of 1180 for their support. Most importantly, I thank my father for coming from warm Florida to cold New York for his support and his belief in the labor movement. I thank God for both my parents. I always tell people that my siblings and I weren't spoiled by materialistic things; we were spoiled by love and the teachings of God's words. My sister Shaaron, brother Assane, and sister-in-law Jamella, thank you for sharing your time with me and your support. I can't thank my husband enough for putting up with my late hours because there is never enough time in one day for the labor movement. I do this for the people and for my beautiful daughters over there who had no choice to be here. There has to be a future in the labor movement and therefore, I will keep fighting this fight until I can no longer go on anymore." Pictured clockwise from top left: Blair-Batte with her daughters Nichelle and Nayah-Nicole and husband Rodney Batte; father Reverend Christopher B. Blair; sister Shaaron Blair; and Coordinating Manager Priscilla Carrow with another honoree, Atya Butler from Elmhurst Hospital (not a member). ■

Beaten Down, Worked Up

The Community Service Society, in conjunction with CUNY School of Labor and Urban Studies, hosted a book signing on October 28, for Author Stephen Greenhouse, a former *New York Times* labor reporter, who wrote the book "Beaten Down, Worked Up: The Past, Present and Future of American Labor." Pictured from left: Helen S. Jarrett, Local 1180 Mobilization Coordinator & Executive Board Member; Author Steven Greenhouse; Teesha Foreman, Local 1180 Assistant Supervisor of Staff Representatives; and Debra Busacco, HPD Shop Steward. ■



Getting Ready for Census 2020

The first Labor Counts Census 2020: Labor Walk took place in Brooklyn's Bedford Stuyvesant on November 16. Three CWA Local 1180 members joined the Labor Walk, knocking on doors of their labor sisters and brothers to ensure they took the pledge to be counted in the 2020 Census and inform their family and friends to do the same. Pictured in their red jackets are Dana Holland (Retiree and Former Shop Steward, FDNY) and Otissa Dillard (Activist, HRA); and in pink shirt, Shawn Bell-Chase (H+H). ■



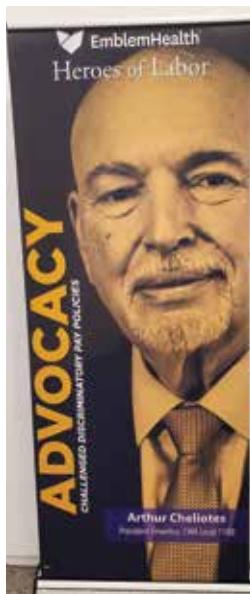
Middleton & Cheliotes Honored as Heroes of Labor

President Gloria Middleton and President Emeritus Arthur Cheliotes were two of this year's honorees at the annual Heroes of Labor Awards ceremony on October 3, sponsored by EmblemHealth and LaborPress.

The individuals were selected for having demonstrated a long-standing dedication to the city and their work. "The Heroes of Labor Awards are meant to honor the extraordinarily hard-working members of New York's unions," said LaborPress Publisher Neal Tepel.

"Their dedication to the betterment of our legislation, and to the continued amplification of those crucial voices demanding that change, are what drive New York City forward."

Fifty-four Local 1180 members attended the ceremony to show their support. ■



Front Row: Shannon Malcolm, Executive Associate to President Gloria Middleton; Robin Blair-Batte, Secretary Treasurer; Helena Crump, Retiree Membership Brigade (HRA); and Nichelle Corbett (Shop Steward, DOITT). Standing: Phillip Tavada (Shop Steward, HPD); Debra Busacco (Shop Steward, HPD); Anthony Lewis, Staff Representative; Verhay Gill-Lewis (Shop Steward BKLYNDA); President Middleton; Deborah Valentin, Organizing Coordinator; Teesha Foreman, Assistant Supervisor to Staff Representatives; Zenola Fields (Shop Steward, DOF); Charles Garcia, Former Executive Board Member; Denise Gilliam (Executive Board Member & Shop Steward, DOITT); Debera Tyndall (Shop Steward, H+H Kings County); and Carol Griffith (Shop Steward, NYPD). ■



Front: Staff Rep Anthony Lewis; Staff Rep Assistant Supervisor Teesha Foreman; Carmen Carter (Shop Steward, DCAS); Ericka Fields (Shop Steward, DCAS); and Ingrid Robinson (Shop Steward, DCAS). Back Row: Gregory Smith, Executive Board Member & Staff Representative; Floretha Bryant (Shop Steward, DOC); Helena Crump (Retiree Membership Brigade, HRA); and George Johnson (Shop Steward, HRA). ■



Former New York Ranger Mark Messier, keynote speaker for the event, presented all the honorees with a valuable, autographed hockey helmet. He is pictured with Second Vice President Gerald Brown, who presented the awards to President Middleton and former President Cheliotes. ■

Bronx BCCC Collection



Members of the Bronx Borough Community Coordinating Committee collected socks, hats, scarves, and other winter items at their December meeting for various collections that Local 1180 is hosting during the month. All donations are being delivered to different organizations before the holidays to help families in need. These donations are just part of the way that the union works to give back to the communities in which members live. ■

2019 Shop Steward Conference

Nearly 75 of the Local 1180's Shop Stewards came together for a two-day conference in September to further enhance their skills as liaisons between the members and the Union. Local 1180 Secretary-Treasurer Robin Blair-Batte and Assistant Supervisor of Staff Representatives Teesha Foreman spearheaded the program that included speakers, workshops, events, and meetings.

"The duties of a Shop Steward are part of the balancing act between the wishes of management and the needs of organized labor," Blair-Batte said. "Their main responsibilities, though, are to the union and the members of the collective bargaining unit. As the representative of a labor organization to both management and the union members in the workplace, a Shop Steward works as a facilitator and a mediator. That's why there is always so much for them to know and so many new skills for them to keep on top of."

This year's theme was POWER: People Operating With Exceptional Resiliency, and included workshops on Emotional Intelligence, Leadership by Walking Around through Internal Organizing, and Being Your Authentic Self: Leadership Uncorked. Blair-Batte said the conference leaders are some of the sector's best presenters — Evelyne and Arthur Matthews, Dr. Anthony Andrews, Dr. Rufus Sadler, Linda Somers, Judge Ray Kramer, and 1180's own organizer, Leslie Fine.

Guest speakers included CWA District 1 Vice President Dennis Trainor; Riccardo Iaccarino, Managing Partner of Barnes Iaccarino & Shepherd; and surprise guest New York State Attorney General Letitia "Tish" James, who brought the room to their feet with a rousing round of applause when she entered the room.

HRA Shop Steward Stephanie Sorillo was a first-time participant and said the conference was a great opportunity for her to better learn how to do her job representing members.

"It was a tremendous amount of information all at once but I appreciated all of it because I walked away with something from each session," Sorillo said. "I learned new and different ways of handling and diffusing situations at work, different techniques, and how to more effectively listen. I learned how to deal with certain situations and how to mediate. A few of the sessions also made me reflect on myself and how to be more assertive without undermining or disrespecting anyone and not sounding angry."

Ramzi Babouder-Matta, Shop Steward at Open Society Foundation, one of the private sector shops Local 1180 represents, said the conference also gave him insight on different ways to handle work matters as they arise.

"The conference workshops really provoked me to reflect on challenges and wins in my last year as a Steward, what assets I bring to this work, and things I can improve

on to better serve our members. Overall, it brought me closer to the 1180 family. I had a lot of fun getting to know so many fellow Stewards and 1180 staff members. Huge thanks to the organizers and everyone who made it happen," he said.

The conference goal this year was to enhance the Shop Stewards' knowledge of the true changes brought about from the Supreme Court Janus case.

"Even though the *Janus* case's aim was to get rid of unions and disband unity, it did the exact opposite. We united even more! So to keep this united front, we brought our Stewards together this year to enhance their leadership skills, build on their organizing skills, and to reflect on their own self-image. From the feedback I received, we accomplished our goal," Blair-Batte said.

President Gloria Middleton echoed that sentiment. "We are here to become more powerful, more resilient in our capacities as Stewards and as leaders. The workshops will help you look at yourselves and who you are as leaders and see how others view you. We will talk about organizing within the workplace, how we get people to move, and what it takes to be a great leader, because that's what all of you in this room are."

H+H-Woodhull Medical Center Shop Steward Sandra Fulgencio-Delmonte, who was attending her second Steward conference, said being able to interact with Stewards from other facilities, "many with volumes of experience in managing and interacting with our members," makes a huge difference in how she is able to do her job.

"The Emotional Intelligence Workshop was awesome. It was based mostly on listening and communication. We had an exercise where everyone had to line up according to our birthdays without speaking. It was truly great to see how everyone paid attention and got their thoughts across without saying a word. From this exercise I learned the value of communication, leadership, awareness, team work, and initiative skills," Fulgencio-Delmonte said. "Leadership by Walking Around was another excellent workshop where I learned that by being visible to our members, they understand that we are always there for them. They know that we are actively listening, that we hear their concerns, that we have strong leadership in order to serve them because we care about them. And, maybe some will even become inspired to lead themselves."

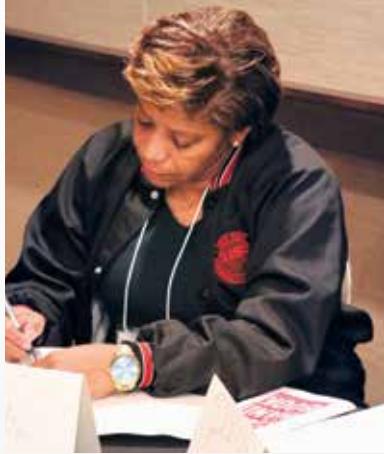
"And, Leadership Uncorked was based on how we can gain power through leadership — the more powerful we are, the more powerful our union becomes. We need to be authentic and really care about what we do as Shop Stewards. In essence, we need to have passion and share our knowledge and skills," Fulgencio-Delmonte said.

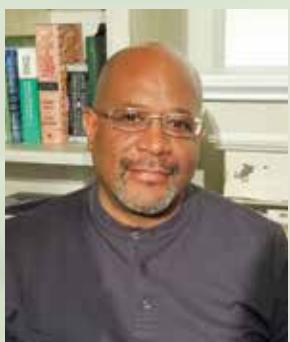
Quoting one of the workshop leaders: CWA Shop Stewards are Continuous Walking Ambassadors. ■





2019 Shop Steward Conference





Meet Our Newest STAFF REPRESENTATIVES

Anthony Lewis

Anthony Lewis has been a dedicated worker for the Human Resource Administration (HRA) for 30 years in various titles and responsibilities. He started his City employment in July 1989 as an Office Associate for the Division of Aids Services. He worked there for three years before moving on to become an Eligibility Specialist. In September 1992 he began his second position in HRA as an Eligibility Specialist III for Income Support (Welfare Center), where he managed more than 200 cases for families and single adults.

After approximately five years as an ESIII, his coworkers encouraged him to run for Shop Steward for his then-union DC 37, Local 1549. He worked as an ESIII for 15 years before he was promoted in June 2006 to Principal Administrative Associate Level I (PAA I) in the Medicaid Center, which now made him a member of CWA Local 1180.

After two years at the Medicaid office, in November 2008 he accepted a promotion to work in HRA's Department of Finance, becoming a PAA II. In November 2016, he was awarded another promotion to a PAA III in that same department. After a year, in 2017 he decided to run for Shop Steward at his work location in the Finance Department at 4 World Trade Center, and he won.

Since that time, Lewis has successfully represented members and helped them with various work-related issues, admitting that being a Shop Steward is a rewarding job if done correctly.

After receiving a Certificate of Labor Leadership from CWA Local 1180 in May 2018, he was appointed a Staff Representative on October 15, 2019, where he is "fully committed to representing the members of CWA Local 1180 as best as I can."

"Anthony is a great addition to our Staff Rep team and has done everything he can to learn the job quickly so he can best help the members in the agencies he represents," said First Vice President Gina Strickland.

Staff Representative responsibilities run the gamut, and it's these varied and vast obligations that keep Local 1180's seven Staff Reps on their toes from morning until evening. After all, there is no set time during the day that members will encounter a problem at work ... or face a managerial reprimand ... or find themselves needing Union representation ... or any other of more than a dozen reasons a Staff Representative would be called into action. Too often, however, members still ask themselves whether their particular situation warrants help. "The answer is that if you don't know, then call a Staff Rep to discuss your personal circumstances. Better to ask then go it alone. That doesn't typically pan out well for anyone," said First Vice President Gina Strickland, who oversees all the Staff Reps.

AGENCIES COVERED BY ANTHONY LEWIS

Administration of Children's Services (**ACS**)

Department of Information Technology & Telecommunications (**DOITT**)

Department of Investigation (**DOI**)

Department of Youth and Community Development (**DYCD**)

Equal Employment Opportunity (**EEO**)

Financial Information Services Agency (**F.I.S.A.**)

Manhattan Borough President (**Manhattan BP**)

Manhattan District Attorney (**Manhattan DA**)

Manhattan Public Administrator

New York City Commission on Human Rights

New York City Comptroller Office

Office of Payroll Administration (**OPA**)

(H+H) HEALTH AND HOSPITALS

Elmhurst, Gouverneur, Metropolitan

HRA

Emergency and Intervention Services (**EIS**)

- Adult Protective Services (**APS**)

- Customized Assistance Services (**CAS**)

HIV/AIDS Service Administration (**HASA**)

Investigation, Revenue & Enforcement Administration (**IREA**)

Office of Child Support Enforcement (**OCSE**)

Office of Crisis and Disaster Management (**Crisis & Disaster**)

Office of General Counsel/Legal Affairs

- Fair Hearing Administration

Thank You to Our Staff Reps

"I accepted a promotional position with the Department of Health. I want to thank you because after sitting in one of your sessions, I had the confidence to negotiate a salary I was pleased with."

"I am emailing you to say 'thank you' for your encouragement yesterday. After speaking with you, I felt I was able to recognize there is some light in my situation. We are still valuable employees in the work force. I do admire your character and your willingness to help others like myself."

"Just want to thank you for today. I appreciate you taking the time to continually try to resolve or come to some type of mutual agreement with my supervisors. Again, you are one awesome Union Member Rep! P.S. You aspire me to want to get involved with the union in the rep capacity."

"I wanted to say 'thank you' for your help, professionalism, and patience with [our] issues. You were instrumental in changing the dynamic for both of us. I am pleased to say...the Unit is running smoother than ever. I am very grateful."

"Thank you so much for the support you have given me. You patiently listened to me cry on the phone and was very understanding. CWA 1180 and myself are lucky to have you on our side! You are very much appreciated!"

Need to Contact Your Staff Representative

You NOW have the option to email staffrepservices@cwa1180.org Include your name, agency, and department/unit so the Staff Rep on call can assist you until your specific Staff Rep becomes available. A Staff Rep typically will get back to you with in 24 hours.



PRIVATE SECTOR SHOPS

EDIBLE SCHOOLYARD NYC WORKERS WIN VOLUNTARY RECOGNITION OF UNION WITH CWA LOCAL 1180

The hardworking staff of Edible Schoolyard NYC is unionizing with CWA Local 1180! These workers at Edible Schoolyard run programs in NYC schools to teach young kids about food justice and healthy eating through gardening and cooking fresh healthy food. The 18-person bargaining unit includes garden and kitchen teachers, garden, program and network school managers, coordinators, and assistants. ESY-NYC staff members are excited to join with Local 1180 members at non-profits and city agencies.

"We got fed up with a lack of pay parity, lack of transparency, and not having a voice over the issues that affected us," said Rosa Marruffo, Program Manager at PS7. "My co-workers and I decided that the best way to make our jobs more sustainable and fix problems was to organize so we could negotiate as equals with management and put everything in a contract. Now that we've stood up and made our voices heard, we can't wait to get to the bargaining table."

Edible Schoolyard workers approached Local 1180 because they thought the union, which already represents more than a dozen other private sector groups, was a good

fit and had a solid and clear approach to organizing — all of which paid off in the end.

In October 2019, a delegation of ESY workers delivered a petition for union recognition to management with 95% of workers signed on. Workers showed management their overwhelming unity and commitment to unionizing through letters, petitions, and meetings with management and the board. Management chose to voluntarily recognize the union instead of fighting at the National Labor Relations Board.

"Organizing Edible Schoolyard once again shows the power of labor and just how far our strength takes us," said Local 1180 President Gloria Middleton. "Tremendous accolades go to Organizer Leslie Fine for her patience and determination in working with this group to make sure all their needs were met and their questions answered before they approached management. We are happy to have them onboard and a part of our 1180 family. Now that we have them organized, we are ready to help them tackle the next major step, which is getting them their first contract."

Follow @ESYNYC_Union on Twitter and Instagram for more updates. ■



Pictured top row from left: Rosa Marruffo, Anthony Jones, and Dan Feder. Middle row from left: Emily Rehberger, Fabian Moreno, Juliet Tarantino, and Ryan Renaud. Bottom row from left: Marissa Finn, Josephine Quiacho, Shey Hall, Anthony Jones, Rosa Marruffo, Hannah Joseph, Emily Rehberger, Cecilia Galarraga, Fabian Moreno, and Dan Feder.





TWO JAVITS CENTER MEMBERS HONORED

Staff Rep Lena Solow attended a ceremony to honor two Jacob Javits Center members for their years of service at work. Heather Diaz was honored for 15 years of service, and Arnold Lynn (pictured with Solow) was honored for five years of service. Diaz and Lynn are both Cleaning Supervisors who make sure that the Javits Center is in top shape for the more than two million people who visit each year. The convention center has a total area space of 1,800,000 square feet and has 840,000 square feet of total exhibit space. ■

Workplace Literacy

The Workplace Literacy Program schedule allows you to customize your choices based on your interests and availability. Each course is designed to provide participants with the opportunity to assess your current skill level and identify areas you would like to improve.

Spring 2020 Courses

EXCELLING AS A SUPERVISOR

You earned your supervisory position! In your old position you did a great job but before you delegate another job or schedule another meeting, get this training under your belt. (8 Sessions; 6 p.m. - 8 p.m.)

Monday, March 2, 9, 16, 23, 30; April 13, 20, 27, 2020

ENROLL BY February 1, 2020 • **CONFIRM** with \$40 deposit by February 21, 2020

MICROSOFT ACCESS 2016

Access is the most widely used desktop database system. This course is designed with a beginner to an intermediate approach. (10 Sessions; 6 p.m. - 8 p.m.)

Wednesday, March 4, 11, 18, 25; April 1, 15, 22, 29; May 6, 13, 2020

ENROLL BY February 3, 2020 • **CONFIRM** with \$40 deposit by February 23, 2020

INTERVIEWING SKILLS & TECHNIQUES

Interview skills are critical. Learn what to expect during the interview process. In this course, enrollees will be given multiple opportunities to participate in mock interviews. (7 Sessions; 6 p.m. - 8 p.m.)

Wednesday, May 6, 13, 20, 27; June 3, 10, 17, 2020

ENROLL BY April 6, 2020 • **CONFIRM** with \$40 deposit by April 26, 2020

MICROSOFT EXCEL 2016

Microsoft Excel is a spreadsheet application that enables users to manipulate, store, and graph data. The course is designed with a beginner to intermediate approach. (6 Sessions; 10 a.m. - 2 p.m.)

Saturday, April 18, 25; May 2, 9, 16, 30, 2020

ENROLL BY March 18, 2020 • **CONFIRM** with \$40 deposit by April 8, 2020

REPORT WRITING

This workshop focuses on exercises designed to review the standard elements of reports. (Course not intended as a remedial writing course.) (8 Sessions; 6 p.m. - 8 p.m.)

Thursday, March 5, 12, 19, 26; April 2, 16, 23, 30, 2020

ENROLL BY February 4, 2020 • **CONFIRM** with \$40 deposit by February 24, 2020

MANAGING FOR CUSTOMER EXCELLENCE

Workshop focuses on how to build, maintain, and lead an effective and motivated work team and will address customer service challenges. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, May 5, 12, 19, 26; June 2, 9, 16, 23, 2020

ENROLL BY April 5, 2020 • **CONFIRM** with \$40 deposit by April 25, 2020

WRITING TIPS

This course focuses on fundamental writing concepts, and will teach you how to get from a draft to a finished document. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, March 3, 10, 17, 24, 31; April 14, 21, 28, 2020

ENROLL BY February 2, 2020 • **CONFIRM** with \$40 deposit by February 22, 2020

HOME OWNERSHIP

(1 Session; 10 a.m. - 2 p.m.) Saturday, May 9, 2020

ENROLL BY April 9, 2020 • **CONFIRM** by April 29, 2020

PRE-RETIREMENT PLANNING

(2 Sessions; 10 a.m. - 2 p.m.) Saturday, March 7, 14, 2020

ENROLL BY February 6, 2020 • **CONFIRM** by February 25, 2020

TRAINING REGISTRATION BY EMAIL

Training@CWA1180.org, include member ID or last 4 digits of your Social Security Number. Include the course information in the Subject Line.

ONLINE REGISTRATION ASSISTANCE

Help Desk: Member Management Portal Account (MMP)
Phone: 212.966.5353 x4906
Email: Support@CWA1180.org

TRAINING REGISTRATION VOICEMAIL

Call 212.331.0951. Leave your name, Member ID, or last 4 digits of your Social Security Number, and course information.

PAYMENT

Mail check or money order payable:
Local 1180 Education Fund Workplace Literacy Program
Attention: Jocelyn
6 Harrison Street, 4th floor, New York, NY 10013

REFUNDABLE DEPOSIT & REFUND POLICY

The refundable deposit must be received from a minimum of 10 enrolles, 10 days before the first class meeting. The refundable deposit will be returned upon completing at least 75% of the class.

FOR ADDITIONAL INFORMATION

Local 1180 website at www.CWA1180.org/training or call 212.331.0985

Civil Service Committee

Back in Action

Under the leadership of Executive Board Member Lisa Lloyd, the Union's Civil Service Committee has restructured and is back in action. The purpose of the Civil Service Committee is to develop and implement programs to promote the understanding of the civil service merit system among the membership; review classification issues raised by the members and assist them in resolving those issues; and advocate the advancement of qualified administrative personnel to administrative and management positions in public service. The Committee meets the fourth Tuesday of each month. "It took us a while to get everything back in order, but we are definitely back and stronger than ever," Lloyd said. "We had a really great turnout and our members are interested in getting involved. We have several of our civil service fact sheets to review and update, and we have started formulating ideas for additional ones to add to the ones we already have in place. These fact sheets have been a valuable asset in the past to our members as they help explain a complicated system that many struggle to understand." Starting this year, the Committee will also be putting together lists of Frequently Asked Questions and Answers that will appear each quarter in the Communique. Lloyd said this will be a way to give the membership at large answers to questions that arise on a regular basis. Anyone interested in joining the Civil Service Committee should contact Lisa at lloyd@cwa1180.org ■

Q&A CONFLICT OF INTEREST

Q: When you are employed by New York City (Mayoral Agencies, H+H), can you work for another City agency or private company doing business with the city? Is this a conflict of interest?

A: You must obtain a waiver form from the Conflict of Interest Board website and submit it. Once it is reviewed by COIB, they will let you know their decision in writing as to whether it is approved or it's a conflict.

Q: Is it a conflict of interest to drive a city vehicle outside of the five boroughs to another state?

A: Yes, you are only permitted to drive a city vehicle to your home and back to your work location. If you live outside of the five boroughs, such as Nassau or Suffolk counties, or upstate New York, you may drive a city-owned vehicle to and from work. Other than that, there are no exceptions.

Q: If you serve on jury duty and receive a check from the state for your service, can you keep it?

A: No, you must return the check back to the state because your City employer pays you for the days that you serve on jury duty.

At the Nov. 26, 2019, Civil Service Committee meeting, Alexander Kipp from the Conflict of Interest Board spoke to members about ethics of those who work for the city. There were 40 members at the meeting who were all eager to ask Kipp questions conflict of interest questions, which he happily answered. Three of the most common questions are listed above. ■



RETIREE REPORT

The Retiree Division ended 2019 in style — and costume — as it closed out the year with several major trips, events, and parties.

There were multiple informative benefit sessions in the five boroughs while lunching at Dallas BBQ, the Hofstra Club on Long Island, or Longhorn Steakhouse in Westchester where union and health plan representatives answered questions about various plans. Members of the Restaurant Club dined in style at Carmine's Italian Restaurant (September), Ben's Kosher Deli (October), and Thalassa Greek (November). Fall bus trips included apple picking, Villa Roma Resort for lunch, and Diana Ross/Tina Turner tribute, the Culinary Institute in Hyde Park, and Jersey Gardens for outlet sales before Veteran's Day.

Local 1180 retiree benefit specialists held workshops on legal benefits and multiple dental overviews to discuss new benefits. Opportunities for private appointments made certain that every retiree had access to this vital information.

Day trips brought out retirees to the Apple Store on the day the new Iphone 11 was unveiled, to the Museum of the Native American to recognize indigenous peoples on Columbus Day, and to 30 Rock for an NBC Studio Tour. The International Day of Food and Thanks gave retirees an opportunity to cook and bring a favorite dish to share with fellow retirees and the Mix & Mingle Party for Halloween and Labor Day gave everyone an afternoon of food and fun and lots of laughs with old and new friends.

As if all that wasn't enough, retirees took a three-day trip to the Finger Lakes where they experienced tours, history, and the colors of autumn in New York. Apple Pie Day, Pumpkin Bread Day, and Healthy Fall Salad Day brought in retirees to enjoy a yummy treat before our weekly movies on Monday afternoon. It's always great to be an 1180 retiree. ■



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

June 19, 2019

Meeting called to order at 6:21 p.m.

Executive Board Members in Attendance:

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

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

Guest: Arthur Cheliotes, CWA Local 1180 Business Manager

Reading of the May 15, 2019 minutes were waived until the July 2019 Executive Board meeting.

President Middleton opened the meeting with Arthur Cheliotes discussing the upcoming CWA National Convention. Topics included the growth fund, constitutional amendments, and resolutions.

President's Report

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

May 16, 2019 — Attended the New York City Central Labor Council (NYCCLC) Executive Board meeting. That evening, she attended the NYCCLC Delegates meeting. The Executive Board was re-elected.

May 17, 2019 — Attended the Advisory Board meeting at the School of Labor and Urban Studies for a meet and greet of the new Chancellor. That afternoon, she attended Sonja Fulcher's retirement luncheon. Later that day, she held a conference call with the National CWA regarding the dues membership database.

May 21, 2019 — Met with Doug McCabe regarding Drupal and developing a program to be used citywide. That evening, she attended the Workers Defense League honoring Dennis Trainor.

May 22, 2019 — Met with CWA Local 1180 Retired Benefits Fund (RBF) and Security Benefits Fund (SBF). That afternoon, reviewed the PowerPoint presentation for the upcoming General Membership meeting. Later that day, met with Yetta Kurland, Esq. for an Administrative Manager EEO discussion.

May 23, 2019 — Chaired the CWA Local 1180 General Membership meeting.

May 24, 2019 — Met with DCAS Commissioner Lisette Camillo, accompanied by First Vice President Gina Strickland, Second Vice President Gerald Brown, and CWA Local 1180 attorney Joel Spivak to discuss Local 1180 Job Opportunity Specialist Job specs. That afternoon, held a meeting with Local 237 President Gregory Floyd regarding dropping of the Civil Service New York City Housing Authority (NYCHA) lawsuit and motion to dismiss.

May 31-June 4, 2019 — Attended the 2019 Annual American Alliance Educational Conference of Benefit Plans accompanied by CWA local 1180 Fund Administrator. The following topics were covered: the future of PBG Pension Plan Crisis, recent legislative efforts, damage to unions due to opioid litigation, dealing with the costs of mental health and substance abuse, current market conditions, union employee benefit funds, discrimination and harassment, United States Department of Labor and National Labor Relations Board decisions, and current state of the Affordable Care Act.

June 10, 2019 — Met with NYCHA regarding the non-represented Administrative Managers in the EEO settlement to work out several proposals in order to avoid filing another lawsuit. NYCHA agreed to give members the Annuity Fund. They also agreed to bargain differentials for the Administrative Managers.

June 12-15, 2019 — Attended the 2019 CWA Public Healthcare and Education Workers

Conference accompanied by the CWA Local 1180 Officers and Executive Board. The theme was Transforming Our Union. Panel discussions included: internal organizing, women in politics, fighting privatization, higher education, Wall Street and public sector pensions, and post Janus. Officers and Executive Board members also participated in a Fight for \$15 rally to support raising the minimum wage.

June 18, 2019 — Held a consultants meeting. That afternoon, chaired the weekly staff meeting. Later that day, attended a meeting at Human Resource Administration concerning privatization of shelters. Members are being reassigned.

June 19, 2019 — Prepared for the upcoming General Membership meeting. Later that day, held a conference call with Council Member Inez Barron. That evening, chaired the monthly Executive Board meeting.

President Middleton distributed and discussed the status report dated June 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also presented a thank you letter from the CUNY School of Labor and Urban Studies for the 7th Annual Diversity in Labor Scholarship Awards and Reception.

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

First Vice President's Report

May 16, 2019 — Attended the Central Labor Council Delegates meeting.

May 20-21, 2019 — Attended the Shop Stewards prep conference meeting.

May 28, 2019 — Attended the weekly staff meeting.

May 29, 2019 — Attended the New York City Parks site meeting.

June 18, 2019 — Participated in the Annual Work Place Violence Training.

First Vice President Gina Strickland reported the following staff representative activity for the month of May 2019.

Activity	May
Agency Walk-Throughs.....	2
Appointments.....	4
Arbitration.....	1
Command Disciplines (CD).....	2
Counseling/Warning Sessions.....	1
EEO Investigation/Interview.....	2
Emails.....	1275
G.O. 15 – NYPD.....	1
Hearing Preparation	5
Hearings	7
Hiring Pools.....	1
Investigative Hearings/Meetings.....	3
Labor Management Meetings	4
OATH	4
Phone Calls	528
Site Meetings	16
Supervisory Conferences	6
Walk-Ins.....	18

Site Meetings

ACS
900 Sheridan Avenue, Bronx

ACS
55 Water Street, Manhattan

Dept. of Design and Construction
30-30 Thompson Street, Queens

Dept. of Education
100 Gold Street, Manhattan

Dept. of Education
44-36 Vernon Blvd., Queens

Dept. of Environmental Protection
465 Columbus Street, Valhalla, NY

Dept. of Environmental Protection
59-17 Junction Blvd., Queens

Dept. of Sanitation
44 Beaver Street, Manhattan

Dept. of Transportation
34-02 Queens Blvd., Queens

DOHMH
160 W. 100th Street, Manhattan

HRA-Fair Hearing
111 Livingston Street, Brooklyn

HRA-General Support Services
375 Pearl Street, Manhattan

HRA-IREA
375 Pearl Street, Manhattan

HRA-MICSA
505 Clermont Avenue, Brooklyn

PARKS
Silver Lakes Tennis House, Staten Island

Small Business Services
110 William Street, Manhattan

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:

Housing Legislation in NYS is extremely important to Local 1180 members. Currently there are 12 bills moving through the NYS Legislature (Assembly as well as the Senate).

Traditionally the bills have been successful in the Assembly, but are stalled in the Senate. Hopefully, this year with a Democratic Senate, most bills will be successful in both houses. Our Lobbyist and our lobby firm will monitor their movement.

May 16, 2019 — Attended the NYCCLC Political Directors meeting. In the evening attended the NYCCLC Delegate meeting where elections were held.

May 17, 2019 — Served as M.C. for the retirement celebration of longtime Local 1180 staff member Sonja Fulcher. Sonja is leaving Local 1180 after 29 years of dedicated service.

May 21, 2019 — Attended the New York State Public Employee Conference's quarterly legislative meeting.

May 23, 2019 — Attended the monthly General Membership Meeting.

May 24, 2019 — Attended a DCAS meeting with the Commissioner and her executive staff to discuss pending civil service matters. In attendance were President Middleton and First Vice President Strickland.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for May 2019. She advised that the T.D. checking account has a balance of \$363,362.45 as of C.O.B June 19, 2019.

Secretary-Treasurer Blair-Batte announced that there was a total of 8,217 CWA Local 1180 active members and 6,519 retirees at the end of May 2019. She announced that to date the union has received a total of 1,092 signed EEO settlement forms bringing us to 54%. We still have a long way to go.

She announced that Lena Solow will be taking donations to Books and Rattles on June 24, 2019.

Lastly, she announced that when renovations to the third and fourth floors begin, the second floor will be used as swing space.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced that on June 14, 2019, she was recognized for 35 years of dedicated service and commitment to the citizens of New York at the New York City Department of Transportation Employee Recognition Award Ceremony. She announced that she will be honored by the New York League of Puerto Rican Women on August 29, 2019.

Members-at-Large Reports

Lenora Smith announced that the CWA Local 1180 Education Committee and the Women's Committee are making preparations for the Health Fair. The committee will discuss

with Second Vice President Gerald Brown the possibility of a Financial Workshop. The Education Committee is reading "The Help" by Kathryn Stockett. The next meeting is scheduled for September 9, 2019.

Hazel Worley announced that CWA Local 1180 collected \$550 for the Lupus Walk and has requested it be increased to \$1,000. The Committee on People with Disabilities will be marching on Sunday July 14, 2019 at the Disability Pride Parade. She also announced that the Civil Rights and Equity Committee commenced a White Sock Drive for the Active Military personnel to be delivered by Thanksgiving. The Brooklyn Borough Committee members participated in a CWA Local 1180 Bingo Knowledge Game. The engaged members enjoyed the game. Lastly, she announced the Equity Committee is making plans to hold a Festival of Cultures Celebration in 2020.

Debra Paylor announced that on May 18, 2019, she attended the Coalition of Labor Union Women (CLUW) meeting, and on June 4, 2019, she attended the Labor Council for Latin American Advancement (LCLA) membership meeting. On June 9, 2019, she participated in the National Puerto Rican Day Parade, and on June 18, 2019, the Manhattan Borough Committee held their last meeting before the summer. Committee meetings will resume in the fall. Members brought in snacks and drinks and it was very enjoyable. She noted that committee participation is dwindling and more needs to be done in order to increase member participation.

Lisa Lloyd announced that on June 4, 2019, she attended the LCLA membership meeting, and on June 18, 2019, she attended the Work Place Violence Prevention meeting.

Venus Colon-Williams announced that the Puerto Rican Day Parade participants were amazing members. She also announced the 2019 CWA Local 1180 AFL-CIO School Back Pack Drive is in effect. All supplies and back packs are being accepted until August 30, 2019.

Denise McCabe announced this year's Pink and White Affair has been cancelled. The committee will collect hats, scarves, and gloves this fall to distribute to two non-profit organizations. She also announced that the committee is planning the Heart Red Velvet Affair for February 2020.

Hilary Bloomfield announced that on June 4, 2019, the CWA Local Bronx Borough Committee held its last meeting for the summer. Meetings will resume in the fall. She congratulated Local 1180 member Carolyn Chamorro who graduated with her BA on June 15, 2019.

Gregory Smith attended the logistical training. It entailed new member orientation, civil service, how to conduct meetings, public speaking ability, and confidence issues. The training will help expand shop steward roles by taking the public speaking course.

Helen S. Jarrett announced that on May 21, 2019, she attended the Workers' Defense League Dinner honoring Vice President Dennis Trainor, and on May 29, 2019, she attended the Labor Counts Census 2020 meeting at CUNY'S School of Journalism. On May 30, 2019, she attended the New York City Central Labor Council (NYCCLC) Labor Counts Census 2020 meeting, and on June 5, 2019, she attended the Census Hearing at 40 Centre Street. She also attended the NYCCLC Labor Day Planning meeting. On June 7, 2019 she attended the Community Voices Heard (CVH) and the Specialized High School Admission Test (SHSAT) Forum with Senators John Liu, Robert Jackson, and Andrew Gounardes.

Next meeting date of the Executive Board to be held in July at the CWA Convention.

Motion was duly made, seconded and carried to adjourn at 9:20 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

July 30, 2019

Meeting called to order at 7:00 p.m.

Executive Board Members in Attendance:

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

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

Minutes of the May 15, 2019, and June 19, 2019, meetings were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton held the Executive Board meeting during the 2019 CWA National Convention.

President Middleton discussed the National Minority Caucus Conference themed "How Do We Make CWA Strong Again?" During the CWA Minority Caucus, the Eugene Mays Award Committee presented our very own Second Vice President Gerald Brown with the Eugene Mays Award. He has continually demonstrated his involvement and commitment to the areas of organized labor and community.

Additionally, she discussed the three challenges facing CWA today as outlined by President Sheldon: overcoming the divisions that split the unity of the working class, building workplace power and strengthening the union, and electing a pro-worker government in November 2020. Also discussed was the re-election of CWA President Christopher Shelton and Secretary-Treasurer Sara Steffens. Elections were also held for sector and district Vice President positions, along with elections for at-large diversity members of the Executive Board.

In her speech to the 2019 CWA Convention on Monday, CWA Secretary-Treasurer Sara Steffens told delegates how the union has withstood anti-labor attacks including the Janus case, and emphasized that CWA must not only defend, but also must take advantage of the current opportunities to grow and flourish.

"We are in an unprecedented moment of opportunity," Steffens said. "Workers haven't been this mobilized in decades. Young people's support for unions has reached an all-time high – in fact, the fastest growing segment of our labor movement is workers younger than 35. More than two thirds of those ages 18-29 support unions. Let's not miss the moment. We need to go big and bold while we can. The future is ours to build. Let's leave this convention ready to tackle the hard work of making real change."

CWA delegates approved the following resolutions at the 2019 CWA Convention as posted on their website:

Resolution #77A-19-7 — Censuring President Trump for Racist Attacks on Congresswomen of Color: CWA delegates voted to condemn the divisive, racist "send them back, love it or leave it" rhetoric of the President of the United States and to call on other unions, community organizations, legislative bodies, and individuals to issue similar calls for the President to end this rhetoric, on his own part and among his supporters, especially the President's Republican colleagues.

Resolution #77A-19-1 — Funding our Fight for the Future: CWA delegates voted to rebalance income allocations to effectively build our union.

Resolution #77A-19-2 — CWA STRONG: CWA leaders and members resolved to renew our commitment and rededicate ourselves to building our union even stronger by working to make continued progress on all CWA STRONG goals.

Resolution #77A-19-3 — Strengthening CWA with a Stewards Strong Campaign: CWA delegates voted for a resolution to launch the CWA Stewards Strong campaign, which will redefine the role of the steward with a focus on building worker power and generating pressure on employers to address the workplace needs of our members. CWA will also help locals expand and strengthen their steward structures.

Resolution #77A-19-4 — Tax Reform to Promote Fairness, Good Jobs, and Public Service: CWA delegates voted to support tax policies that require corporations and the wealthy to pay their fair share in order to provide adequate revenue to support public programs that benefit the working

class, provide vital government services that serve our communities, and support good jobs for public employees. Delegates called on Congress to reverse offshoring incentives included in the 2017 Tax Cuts and Jobs Act, to tax Wall Street speculation, and to investigate the promises of job creation made by AT&T and other companies to get the tax bill passed.

Resolution #77A-19-5 — Workers' Rights and Labor Law Reform: CWA delegates voted to hold elected officials accountable to working people by mobilizing to elect federal, state, and local candidates in the 2020 elections and beyond who are committed to the fight for organizing and collective bargaining rights. They also resolved to continue to push for real labor law reform, one that guarantees collective bargaining for everyone.

Resolution #77A-19-6 — International Worker Solidarity: CWA delegates voted to repudiate efforts to demonize and scapegoat workers outside the United States who are not our enemy and who are being exploited by the same employers. CWA understands we are stronger when we have allies around the globe who are ready to fight alongside us in our moments of need, to expose injustice, protect jobs, and shore up hard-won contractual rights. They resolved to support global organizing efforts.

Delegates also approved changes to the CWA Constitution to consolidate the Printing, Publishing, and Media Workers Sector into the CWA Districts' administrative structures and shorten the timeframe for appeal of a local charter revocation.

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

Second Vice President's Report

Second Vice President Brown discussed the special election for Queens County D.A. and that Tiffany Caban conceded to Melinda Katz, which means officially Melinda Katz has won the Special Election. A motion was duly made, seconded, and carried to endorse Melinda Katz in the November 2019 General Election for the Queens County D.A. In addition, a motion was duly made, seconded, and carried to endorse Darcel Clark in the November 2019 General Election for Bronx County D.A.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte reported the union has surpassed 90% of the total of signed EEO settlement forms. Great job! We needed everyone to get this task done and commend all of you who have worked so hard for us to reach this goal.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced that on July 18, 2019, she attended the CWA Local 1102 Scholarship Fundraiser held at their headquarters. A total of 10, \$1,000 scholarships were presented to the winners. In attendance were Staten Island Borough Committee members Rosario Roman, Carol Punter, Javonne Parker, Mason Logie, Monice Etienne, Adela Lopez, Helen S. Jarrett, and Debra Valentin.

Members-at-Large Reports

Lisa Lloyd reported that on June 18, 2019, she attended the Annual Workplace Violence training at Gouverneur Hospital and McKinney Hospital. On July 3, 2019, she participated in the CWA Local 1180 Administrative Manager reach-out phone banking. On July 17, 2019, she attended the Annual Workplace Violence training at Woodhull Hospital and Cumberland Hospital.

Helen S. Jarrett reported that on July 11, 2019, she attended the Summer Reception for Attorney General Letitia "Tish" James. On July 15, 2019, she attended the Advanced Health & Safety Training. On July 18, 2019, she attended the CWA Local 1102 Scholarship Fundraiser on Staten Island.

The next meeting date of the Executive Board to be held August 21, 2019.

Motion was duly made, seconded, and carried to adjourn at 9:30 p.m.

Respectfully submitted,
Lourdes Acevedo
Recording Secretary

LOCAL 1180 RESURRECTS PRIDE COMMITTEE

CWA Local 1180 is resurrecting its Pride Committee in 2020. Staff Representative Lena Solow and Shop Steward Vera Jordan will host an information session on February 6, 2020, at 6:30 p.m. at Local 1180. At that meeting, they will elect chairs and vote on the proposed mission statement below. Any members with questions can contact Lena at lsolow@cwa1180.org or Vera at vjordan@health.nyc.gov. To RSVP, please email csejuelas@cwa1180.org

MISSION STATEMENT:

The Pride Committee is for all LGBTQ members and community allies in Local 1180. We know that CWA Local 1180 is a union that brings unity, diversity, advocacy, equity, and support to the LGBTQ community. Our committee works to inspire social justice and a safe environment, to educate members and eradicate signs of harassment and workplace violence.

We focus on the historical struggles and victories of working LGBTQ people in the labor movement, as well as advocacy for social change in the workplace today.

Our committee values respect and dignity for all, and approaches LGBTQ rights with a racial justice lens. We welcome all those who are gay, lesbian, bisexual, transgender, queer, or belong to any other marginalized gender or sexuality group. We prioritize the dignity and safety of LGBTQ members, but welcome all who wish to fight for LGBTQ rights in the workplace. ■



COMMITTEES

Caribbean Heritage Committee

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

Civil Rights & Equity/ Community Services Committee

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

Civil Service Committee

Lisa Lloyd, Chair
llloyd@cwa1180.org
Meeting: 4th Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Education Committee & Book Club

Lenora Smith, Chair
lsmith@cwa1180.org
Meeting: 2nd Monday of each month

Hispanic Committee

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

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Organizing Committee

Leslie Fine, Chair
lfine@cwa1180.org

People with Disabilities Committee

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

Women's Committee

Denise Gilliam, Chair
dgilliam@cwa1180.org
Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Carolyn Chamorro, Chair

carolynchamorro@hotmail.com

Brooklyn BCCC

Verna Finley, Chair
jeanwf50@gmail.com

Manhattan BCCC

Patti Jacobs, Chair
manhattanbccc1@gmail.com

Queens BCCC

Priscilla Carrow, Chair
mspriscilla2@aol.com

Staten Island BCCC

Rosie Roman, Chair
rosieroman800@gmail.com

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

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

Where meeting date is not listed, contact Chair directly.

about our members



Congratulations to
Damita Olivier (PAA
III, ACS) who married
Arthur Williams on July
20, 2019. The couple

had a lavish wedding at New Jerusalem Worship Center, Jamaica NY, and an elegant reception in Valley Stream, NY with friends and family. The bride has been with the City for the past 32 years and has been a member of CWA Local 1180 since 2000. The couple is residing in Jamaica, Queens. ■



Congratulations to **Shirley
Gallop (DEP Shop Steward)**
on her retirement after 35 years
on Sept. 23, 2019, which was
also her birthday. She served as
Shop Steward for 25 years.
Pictured with her is Member-at-
Large Lenora Smith. ■

Congratulations to **Francisco Gomez** on his 15th year longevity anniversary working with CWA Local 1180. ■

Condolences to **Staff Representative Romano Jones** on the passing of his mother Audrey Jones on November 19, 2019. She was laid to rest in Barbados. ■

Condolences to the family of **Virginia Jugo (PAA, DSNY Brooklyn North Borough)** who passed away on Nov. 29, 2019. ■

Condolences to **Lilieth Ferguson (Admin Manager, Fleet Services)** on the death of her sister Juliet Ferguson. ■

COMMUNIQUE WINS FIRST PLACE IN MEDIA CONTEST



The Communique won first place in the International Labor Communications Association Media Awards Contest for Visual Communications, Best Design of a Newspaper or Newsletter. Local 1180 also took top honors for Best News Story and Best Editorial/Column, Best Informational Graphic, Best Design of a Newsletter or Newspaper, and General Excellence for both Print Publication and Single Issue Publication. ■

IN MEMORIAM

NAME	AGENCY	DECEASED
Plumia Arnold.....	Bellevue Hospital	8/3/2019
Pauline Arokium.....	Transit Authority	10/14/2019
Joseph Asciutto	DCAS.....	8/7/2019
Courtland Bonalde.....	Lincoln Medical & Mental Health Center...	9/25/2019
Bernice Brimmage	Kings County Hospital Center	9/21/2019
Rosemary Bunce.....	Gouverneur Health Care	8/12/2019
Dominick Cerniglia.....	Finance Administration	9/5/2019
Thomas Cowan.....	Dept. of Social Services	10/18/2019
Nonna Derlly.....	Finance Administration	10/9/2019
Grace Doldron	Dept. of Health & Mental Hygiene	9/30/2019
Kathleen Haggerty.....	Dept. of Environmental Protection	8/24/2019
Eva Kwan	Elmhurst Hospital Center	10/1/2019
Ambrose Larrier	Jacobi Medical Center	9/25/2019
Helen Lathan.....	Dept. of Education	9/18/2019
Dorothy Miller.....	Housing Preservation & Development.....	9/1/2019
Kelvin Montague	Youth & Comm. Development.....	9/16/2019
Helen Ramsey.....	Dept. of Business Service	11/3/2019
Flora Reyes	Lincoln Medical & Mental Health Center...	8/4/2019
Lori Rossiter.....	Dept. of Sanitation	9/12/2019
Josephine Tacopina	Fire Department	8/2/2019
Laura Webley	Dept. of Social Services	8/20/2019
Ann Williams.....	Dept. of Social Services	9/29/2019
John Yasevich	Finance Administration	9/15/2019

FOLLOW US ON SOCIAL MEDIA



CWA LOCAL 1180



@CWA1180



@CWA1180



CWA LOCAL 1180

RETIREEES UPDATE YOUR CONTACT INFORMATION

All retirees received an Update Your Contact Information form last year. If you have not yet filled it out and returned it to the Union office, please do so now. It's important that we have all your current information on file and we know the best way to reach you – email, text, phone call, or regular mail. If you do not have the form, you can go to the Local 1180 website at www.cwa1180.org/retiree-home and download a PDF of the form. You can also call the Retiree Division at **212.226.5800** and we will mail you another copy.

Forms should be returned to CWA Local 1180 Retiree Division, 6 Harrison St., New York, NY 10013

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

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

Members at Large

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

Communications Director

Communique Editor/Designer

Marci Rosenblum • Tricomm Creative, Inc. • www.tricommcreative.com
Gerald Brown, Gloria Middleton — Communique Facilitators



COMMUNIQUE

Communications Workers of America, Local 1180

6 Harrison Street
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CWA LOCAL 1180 SECURITY BENEFITS FUNDS OPTICAL PLAN

What Is The Optical Benefit? The Funds will reimburse you, your spouse, and eligible children a maximum of \$100, per person per calendar year for eligible optical benefits. The benefit is limited to a maximum of four claims per family per calendar year.

When Is Coverage Provided? Coverage is provided when services are medically necessary and covered as follows:

- Eye examination (for vision correction only). Treatment of illness or injury is not covered
- Prescription eyeglasses (lenses and frames, including prescription sunglasses or contact lenses)
- Replacement of lenses and/or frames
- You will be reimbursed up to a maximum of \$100 per eligible claim

How Do You File A Claim? Follow these simple steps to receive the optical benefits:

- Obtain a claim form from the Fund office or website.
- Visit any ophthalmologist, optometrist, or optician of your choice.
- After your optical service is complete, and you pay for the service, obtain an itemized bill, dated, and marked "paid" that indicates the name of the patient and services rendered.
- Submit your paid bill and completed claim form to the Fund Office within 90 calendar days after the expense is incurred.

What Is The No-Cost Optical Benefit Option? For your convenience, no claim forms or vouchers are required if you and your eligible dependents use the services of Comprehensive Professional Services (CPS), General Vision Services (GVS), Vision Screening, or Vision World to obtain your benefit. Present your union I.D. card at any of the preferred provider locations. The No-Cost Benefit Option consists of a comprehensive eye exam and, if required, eyeglasses or contact lenses with no out-of-pocket expense if you choose from a preselected group of frames. If the cost of the eyeglasses or contact lenses you select exceeds the maximum optical benefit, you pay the difference.

Please Note: The Funds does NOT recommend or endorse specific providers.

The no-cost option is made available to offer you potential cost savings.

The decision to use this service is entirely up to you. As with any provider of services, you should apply the same criteria and care in choosing this provider that you would apply any other service you require.

**PLEASE REFER TO THE SECTION ON OPTICAL
BENEFITS IN THE BENEFIT PLAN HANDBOOK FOR
ADDITIONAL INFORMATION**

