June 2021 Primary

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You Hold the POWER
VOTE
When New York City residents head to the polls for the June 22 primary election, they won’t be casting their vote for just one candidate per position, but rather multiple candidates. Ranked Choice Voting, which was approved by 73.5% of voters in 2019, took effect this year and will be used to elect the Mayor, Public Advocate, Comptroller, Borough Presidents, and City Council.

Instead of choosing their one favorite candidate, voters will have the option of ranking up to five in order of preference in New York City elections. The candidates for each office will appear in rows on the left side of the ballot, and each column will be labeled first through fifth choice. Voters will indicate a preference next to each candidate, and have the option of leaving some blank. This process will not be used in the November General Election.

At the close of election day, all first choice votes are counted. The candidate receiving more than 50% of the votes wins. If no candidate receives more than 50% of the first choice votes, the race moves to round two with the candidate receiving the least number of votes being eliminated. If a voter’s first choice candidate is eliminated, the second choice vote is counted and added to the candidate’s total. This process continues until there is a winner.

That process can be slow, and painful, especially for the candidates. Just ask newly elected New York City Council District 31 Council Member Selvena Brooks-Powers. The Feb. 23 election for the Queens district was held when incumbent Donovan Richards was elected Queens Borough President last year. It wasn’t until March 18, three weeks after the actual election — and nine rounds of counting — that Brooks-Powers was declared the winner with just slightly more than the required 50% — 51.6% to be exact.

Ranked Choice Voting (RCV) worked just as it was supposed to, eliminating the need for an expensive run-off election between two candidates in such a close race. Prior to RCV, a runoff election would have occurred in any citywide office when no candidate took 40% of the vote, a law that has been on the books for decades.

Local 1180 already has run multiple Ranked Choice Voting seminars for members to detail the process and answer questions about how to vote in the upcoming primary. According to the New York City Campaign Finance Board (CFB), 17 cities and the state of Maine already use Ranked Choice Voting — as does the Academy Awards. With the process-of-elimination method, the CFB predicts that final results in Ranked Choice elections will not be known until all absentee and military ballots are tallied.

The process can be tedious, as in the case of Brooks-Powers where the first day of counting reportedly lasted nine hours, with Board of Election workers only making it through the first round before the day’s end. This race was the second in New York City this year to use RCV. The first was also a City Council election in District 24 for James Gennaro — a former Local 1180 member — that ended with a winner on election night who garnered more than 50% of the vote.

By the June primaries, the New York City Board of Elections expects the State Board will have approved software to automatically complete the tabulations. That way, Board of Election workers won’t have to manually make their way through any of the myriad races happening that could end up with multiple rounds of counting.

Voters who cast ballots in person will be notified by the voting machine if they give multiple candidates the same ranking, or submit a completely blank ballot once the ballot is scanned. If a mistake is detected, voters can ask a poll worker for a new ballot. The voting machine will not let voters know if they skip rankings or rank the same candidate multiple times.

In addition to saving New York City an estimated $20 million for each election cycle that would have required a runoff, research shows the new voting system tends to make campaigns less negative and encourages more women and nonwhite candidates to run.

Learn More By Watching This Video
vote.nyc/page/ranked-choice-voting
Brown said ranking a backup candidate will not negatively impact a voter’s first choice candidate. Your second choice will only count if your first choice candidate is eliminated. “If your first choice candidate has no chance of winning, by ranking a second choice, that candidate’s chances improve greatly,” he said. “Basically, your first choice should be the candidate you love and want to win. Your second choice is the candidate you like; third- and fourth-place rankings would be adequate, and your fifth choice would be a tolerable candidate.”

The new voting system also encourages more women and minorities who typically have a more difficult time raising campaign funds, to run for public office as RCV eliminates the need for any possible and costly run-off election.

President Gloria Middleton said Local 1180 has been working for years to get more women into office, but that the cost and time associated with running a campaign have been major deterrents.

“Knowing that there will be only one election will hopefully draw more women and minorities into the political arena. The costs in general, and definitely the time factor to successfully win a race, play significant roles in why politics is more male-centric,” Middleton said. “Ranked-Choice Voting should help level that playing field to some degree.”

In the 121 municipal election races since 2009, more than three-quarters had several candidates, and only one third of races had a candidate winning more than 50% of the vote, with most races having a winner with no majority. In this year’s City Council primary election in June, there are more than 450 candidates, which is bound to throw at least one district into multiple rounds of counting until a winner is declared.

Brown said the most important things to remember in Ranked-Choice Voting are not to rank the same candidate more than once, and be careful not to rank more than one candidate in the same spot, which will invalidate a ballot.

New York City voters registered with a political party can vote in that party’s primary election on June 22, or during the early voting period of June 12-20. In addition to the race for Mayor, voters will also be ranking candidates for Borough President, City Comptroller, Public Advocate, and City Council. While Local 1180 has made endorsements in District Attorney races, Ranked-Choice Voting will not be used because they are county races.

For a complete listing of all candidates being endorsed by Local 1180, please see page 4.
### June 22 Primary Endorsements

#### Citywide
- **Mayor**: Scott Stringer
- **Comptroller**: Brian Benjamin
- **Public Advocate**: Jumaane Williams

#### District Attorney
- **Bronx County**: Darcel Clark
- **Kings County**: Eric Gonzalez
- **New York County**: Alvin Bragg
- **Queens County**: Melinda Katz
- **Richmond County**: Michael McMahon

#### Borough President
- **Manhattan**: Mark Levine
- **Queens**: Donovan Richards
- **Bronx**: Vanessa Gibson

#### City Council — Manhattan
- **District 2**: Carlina Rivera
- **District 4**: Keith Powers
- **District 6**: Gayle Brewer
- **District 8**: Diana Ayala
- **District 9**: Bill Perkins

#### City Council — Bronx
- **District 11**: Eric Dinowitz
- **District 12**: Kevin Riley
- **District 13**: Marjorie Velazquez
- **District 16**: Althea Stevens
- **District 17**: Rafael Salamanca, Jr.
- **District 18**: Amanda Farias

#### City Council — Queens
- **District 19**: Austin Shafran
- **District 21**: Francisco Moya
- **District 22**: Tiffany Caban
- **District 24**: James Gennaro
- **District 28**: Adrienne E. Adams
- **District 29**: Lynn Schulman
- **District 31**: Selvena Brooks-Powers

#### City Council — Brooklyn
- **District 36**: Henry Butler
- **District 41**: Alicka Ampry-Samuel
- **District 43**: Justin Brannan
- **District 45**: Farah N. Lewis
- **District 47**: Ari Kagan

Additional endorsements for the June 22 Primary will be forthcoming in the next month. Please watch our website at [www.cwa1180.org](http://www.cwa1180.org), and follow us on social media for the latest information.

### June 22 Primary Election Deadlines

<table>
<thead>
<tr>
<th>Date</th>
<th>Deadline</th>
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<tbody>
<tr>
<td>May 28</td>
<td>Deadline for application to register to vote to be postmarked and received by Board of Elections</td>
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<tr>
<td>June 2</td>
<td>Deadline for Board of Elections to receive applications to register to vote</td>
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<tr>
<td>June 2</td>
<td>Deadline to file change of address from registered voters at Board of Elections</td>
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<tr>
<td>June 15</td>
<td>Last day to postmark an application or letter of application by mail, or send an email or fax for an absentee ballot</td>
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<tr>
<td>June 21</td>
<td>Last day to apply IN-PERSON for absentee ballot</td>
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<tr>
<td>June 22</td>
<td>Last day to postmark ballot. Must be received by the local board of elections no later than June 29</td>
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<tr>
<td>June 22</td>
<td>Last day to deliver ballot IN-PERSON to the local board of elections (by someone other than the voter)</td>
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**Am I Registered to Vote?** [www.nycvotersearch.com](http://www.nycvotersearch.com)

**Register to Vote:** [vote.nyc/page/register-vote](http://vote.nyc/page/register-vote)

**Find My Local Board of Elections:** [vote.nyc/page/contact-us](http://vote.nyc/page/contact-us)

**Request an Absentee Ballot:** [vote.nyc/page/absentee-voting-0](http://vote.nyc/page/absentee-voting-0)

**Understanding the Ballot:** [vote.nyc/page/understanding-ballot](http://vote.nyc/page/understanding-ballot)

**Learn More About Ranked-Choice Voting:** [vote.nyc/page/ranked-choice-voting](http://vote.nyc/page/ranked-choice-voting)
Hate in Any Form is Unacceptable

As we continue to listen to the news and scroll through our social media accounts, we continually see story after story about hate crimes being committed. Most recently, there have been disgusting and deplorable hate crimes against Asian and Pacific Asian Americans. This country was founded on a class system that has evolved through centuries of existence where one group of people has consistently been deemed less than another. Through it all, the white male has always been the top of the class structure.

The Constitution was written for the rights of white, European males. Women were not included. Indigenous people were not included. The slaves taken from various countries of Africa and the Caribbean certainly were not included. Throughout centuries of fighting for the rights of women and Black Americans, as well as some restitution to the Indigenous people, amendments to the Constitution were made, so there would be a more inclusive union and more equality.

Well, that equality just has not happened. Our country’s class system is just as bad as ever, and bigotry, antisemitism, and hate abound. The implicit bias that exists, whether on purpose or by a natural order, of hate for certain groups of people is because this country has failed to tell the true history of the diversity that makes up America.

When our former president spews nonstop that the coronavirus came from China, and condemns that country as the sole source and reason for the pandemic; he is psychologically telling people to blame Asians for the world-wide crisis. Is it any wonder that hate crimes against Asian Americans have escalated during the pandemic?

There is a long history of hate against Asians, going back to the attack on Pearl Harbor. While the coronavirus did start in China, that is no reason to blame every Asian American for causing the pandemic, just as we cannot blame an entire Black community for the wrong-doing of one Black American, and we cannot hold accountable the entire Jewish community because one sect broke mandated COVID social gathering restrictions. This continual hate is a way to divide the minorities of this country. As we witnessed the George Floyd murder in the middle of a pandemic, we saw people of all races, creeds, and sexual orientations standing together around the world in a sign of unity and solidarity against hate crimes. As a collective whole, we found our humanity for a short while. It gave us hope at a time when the world had stopped and people had been in lockdown for months. We came together in the streets, marching and chanting “Black Lives Matter”, calling for a change in policing and how arrests of Black people are conducted. While laws were introduced immediately to invoke change on how law enforcement should handle arrests, we are still waiting unfortunately for the Senate to take action.

In the meantime, crimes against Asian Americans are escalating by the minute, part of a surge in abuse since the start of the pandemic more than a year ago. Asian Americans are spit on, verbally harassed, and physically beaten for no other reason than being Asian. Thousands of cases of hate crimes against Asians have been reported since the start of the coronavirus outbreak. In fact, at the end of last year, the United Nations issued a report showing racially motivated violence and other hate incidents against Asian Americans are at “an alarming level”. Another report said that the New York City hate crimes task force investigated 27 incidents against Asian Americans in 2020, nine times more than the year prior.

But that isn’t the only group under attack. The Jewish community is constantly berated for simply being Jewish. When a young Hasidic couple and their baby were strolling through lower Manhattan in early April, they were heinously attacked because of anti-Semitic hatred, and all three required stitches.

A report released by the FBI in Nov. 2020 shows there was an almost 7% increase in religion-based hate crimes, with 953 reports of crimes targeting Jews and Jewish institutions, up from 835 the year before. Of course, we can’t talk about hate crimes and not include those targeted at Mexicans and other Hispanic groups. For that, we can clearly blame our previous president as he was determined to build a wall on the border of Mexico and the United States to keep Mexicans from entering our country. “Mexicans are bad,” he said, which led to far too many Americans to take out their anger in the form of hate crimes.

The same FBI report indicated that hate crimes in the U.S. have now risen to the highest level in more than a decade, with federal officials recording the highest number of hate-motivated killings since the FBI began collecting that data in the early 1990s.

The real threat, according to statistics, is that in another 20 or so years, white Americans will be the minority in this country. The generations following the baby boomers are much more accepting of the diversity amongst us and are evolving and co-existing in this country like never before. This is a threat to 1% that have been controlling the “media noise” we so often hear.

It’s all about divide and conquer. If we can be taught to hate one another then the 1% keep us divided and distracted while they continue to take this country backward by giant leaps. Promoting divisiveness will get us nowhere. Attempts at voter suppression are a way to return us to the Jim Crow era. Controversial topics like a woman’s right to choose and gun laws are further attempts to return our country to a time that should remain the past. We need to improve relationships, become a more tolerant nation, invoke an understanding of other cultures, religions, and ethnicities. We have to become more politically active so that together we can create the sound bites that disavow the negativity we witness every day.

If this pandemic taught us anything, it should be that life is precious, that hating someone for no good reason is meaningless, that every day is a gift. Bearing witness to all that has happened in the last 14 months should make us understand that hate in any form is not only unacceptable, but it is a plan to keep us divided.

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Early Retirement Incentive

Months of pressure by New York City labor unions, including massive letter-writing campaigns, paid off when the State Legislature passed the Early Retirement Incentive (ERI) in early April and Governor Cuomo signed it into law on April 19.

The ERI would allow certain employees covered by NYCERS, TRS, and BERS to retire by increasing their pension benefits either by crediting them with extra years worked or eliminating the pension reduction usually taken when an employeeretires before age 55 with 25 years of service.

Chapter 59 of the Laws of 2021 provides the City of New York and the NYC Department of Education (DOE), the option to elect an ERI. Eligible members may not file for the ERI until the two entities have elected to participate, established an Open Enrollment Period, and the Open Enrollment begins.

As of now, Mayor de Blasio appears to be on the fence about when and how to implement the ERI. Just prior to the Governor signing the legislation into law, de Blasio was less than encouraging about offering the ERI to city employees. He was quoted as saying he was “very concerned about getting done the work we need done for the people as we try to bring this city back.”

Local 1180 President Gloria Middleton said that is a much different tone than the Mayor had last year when he threatened to lay off 22,000 City employees in order to balance his budget.

“He wasn’t so concerned then about getting the work done for City residents and continuing to provide the services they expect. Now he’s trying to decide if an ERI is something that makes sense?” Middleton said. “The thought process is what doesn’t make sense. Laying off 22,000 workers right before the holidays in order to reduce costs is OK, but offering an ERI to those same workers he had no problem getting rid of is not? It’s a bit mind boggling.”

Labor unions began pushing for the ERI last summer when talk surfaced of 22,000 city workers being laid off unless unions agreed to $1 billion in savings to deal with a $9 billion budget gap caused by the impact of the coronavirus. Creative thinking on the part of unions produced the targeted savings by allowing the City to defer payments to unions’ benefits funds until Congress provided the City with $6 billion in much-needed federal aid. The union savings were in exchange for a no-layoff guarantee through June 30, 2021, which the Mayor said would be extended another 12 months until June 30, 2022, if the city received at least $5 billion in combined state and federal funding above what it previously had been given.

Local 1180 immediately implemented a letter-writing campaign to State Senators and Assembly Members strongly encouraging them to vote for Early Retirement Incentive legislation as a means of avoiding any possible future layoffs. Members signed more than 3,000 letters that were sent to Albany, reminding legislators that unions supported their elections and now needed their support in return.

**Union Pressure Leads to Successful Early Retirement Incentive**

**in a Nutshell**

At the April Local 1180 Pension Seminar, NYCERS provided the following quick summary of ERI:

1. ERI has been passed in Albany and signed into law by the Governor
2. The New York City Council has to write and vote on a Local Law for the ERI
3. The Mayor has to sign off on the Local Law
The ERI law contains two retirement options, Part A and Part B. The Mayor, however, can deny the ERI to any individual or title deemed “critical” for revenue or public safety reasons. According to NYCERS, if Part A is elected, the Mayor and/or Chancellor will define what titles and individuals in those titles are eligible to apply.

With Part A, eligible members are given additional qualifying service credit for up to three years. With Part B, eligible members may retire without early retirement reduction factors and are not given additional service credit. Members can apply for only one, and must be in continuous active service (being on the payroll, on leave with pay, or on leave without pay for less than 12 weeks) preceding the Open Enrollment Period.

Eligible members choosing Part A must be eligible for service retirement, 50+ years old with 10+ years of service if not otherwise eligible to retire, or in a plan that allows for retirement at 25 years of service, regardless of age. In this case, the additional service credit provided by Part A of the ERI may be used to reach the required 25 years.

Eligible members choosing Part B must be at least 55 years old and have 25+ years of creditable service.

The NYCERS website defines the ERI benefit for Part A as one month of additional service credit per year of pension service with a maximum additional service credit of three years. Early retirement age reduction factors will apply differently based on a member’s tier, with age reductions prorated for partial years.

Tier 1: 5% per year prior to age 55
Tier 2:
- Members 55 or older with 30 or more years of service: no reduction
- 55/25: 5% per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction
- Basic Tier 2 — 62/5: 6% reduction for each year for ages 60-62; additional 3% each year from ages 55-60. Members with 30 or more years of service: Additional 5% reduction for each year prior to age 55

Tier 4:
- 62/5: 6% reduction for each year for ages 60-62; additional 3% each year from ages 55-60. Members with 30 or more years of service: Additional 5% reduction for each year prior to age 55
- 57/5: 1/30 for first two years prior to age 57; additional 1/20 per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction
- 55/25: 5% per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction

With the Part B option, eligible members can retire with an unreduced benefit. Part B does not provide additional service credit.

If approved by the Mayor, the ERI in NYCERS cannot start before June 30, 2021, and cannot end later than Oct. 31, 2021. The ERI in TRS cannot start before April 1, 2021, and end no later than Aug. 3, 2021. The open application period for both is expected to be 90 days, with a mandatory 14-day notification from members. All pension members would retire under the rules of their current tier and plan.

For City employees, a Local Law must be passed by the City Council and signed by the Mayor stating that the city is electing to participate in the ERI by June 30, 2021. For NYC DOE employees, a resolution must be passed by the Board of Education and signed by the Chancellor electing to participate in the ERI by May 31, 2021.
Voter suppression has been part of the political arena ever since this country was founded. From Jim Crow laws through the Voting Rights Act of 1965, and even today, voters — and particularly communities of color — have been disenfranchised in so many different ways.

Efforts to suppress the African American vote clearly are nothing new. After African Americans were brought to the New World as slaves, African American disenfranchisement was common, encouraged, and widely accepted. Hundreds of years later, America should be a different country. Yet, voter suppression is returning with a vengeance.

When slavery was abolished after the Civil War, the 15th Amendment banned racial voting restrictions, but left states free to bar African American voters for other reasons. While the 15th Amendment granting African American men the right to vote was adopted into the U.S. Constitution on Feb. 26, 1869, Jim Crow laws in the early 1900s were purposely passed in the south to suppress African American and poor white voters by instituting measures such as poll taxes, which neither group could pay, and literacy tests, which they couldn’t pass.

It wasn’t until the Voting Rights Act of 1965 that legal barriers were outlawed at the state and local levels, and voting was opened up to everyone, despite race, religion, creed, or gender.

In the last decade, however, this country has seen a resurgence of efforts to eradicate voting rights for millions of Americans. Even constitutional amendments and landmark legislation don’t seem to make a difference.

Barack Obama’s 2008 election was the first presidential race in American history in which voters of color constituted 25% of the nation’s eligible electorate. What followed, however, was a mass uptick in voter suppression efforts. In-person early voting that year was small-town America and they were putting up obstacles all the time to keep Blacks from voting. “Even though the Voting Rights Act had passed, Jim Crow laws were still alive and well in the south. Black folks had colored toilets, colored bathrooms, and colored stools. It was a one-horse town and we didn’t have any voting places,” Gipson said.

Along with her older sister, mother, grandparents, and great-grandparents, Gipson headed to the neighboring town of Cuthbert to cast her first vote. “We were just a one-horse town and we didn’t have any voting places,” Gipson said. “Even though the Voting Rights Act had passed, Jim Crow laws were still alive and well in the south. Black folks had colored toilets, colored bathrooms, and colored stools. It was a small-town America and they were putting up obstacles all the time to keep Blacks in their place.”

The biggest problem, Gipson said, was “Black folks trying to get registered to vote.”

This tactic is just one of the methods now being used to suppress the vote. Others used in the early-to-mid 1900s by white government leaders to keep African Americans from voting also are on the rise. Since 2008, several states have passed measures, including cuts to early voting, voter ID laws, and purges of voter rolls, to make it harder for Americans—particularly African American people, the elderly, students, and people with disabilities—to cast a ballot.

Fast forward to the 2020 presidential election, which saw more than 160 million votes cast, shattering the record for the most voters in American history to ever participate in an election. In seven of the 10 states where turnout rose the most, elections were conducted entirely or mostly by mail. The percentage of African American voters casting ballots by mail more than doubled from about 18% in 2016, to an estimated 38% in 2020.

While some of this increase most likely is attributable to the COVID-19 pandemic, the balance is thanks to President Trump, often referred to as the “most racist president in modern history,” who used discriminatory rhetoric and created policies that marginalized people of color. Trump allies even went to court to defend a restrictive voter-ID law and make it more difficult for voters to correct mistakes on mail-in ballots, both of which have been shown to disproportionately affect African American voters.

More than five decades after the Voting Rights Act opened up the doors to many whose voices were previously silenced, America is watching a rerun of a bad movie.

Administrative Manager Marilyn Gipson has lived through both episodes. In the late 1960s, just a few years after passage of the Voting Rights Act, Gipson reached the age at which she could register to vote. At the time, she was living in the deep south, a rural Georgia town called Benevolence that has since officially been dissolved. Along with her older sister, mother, grandparents, and great-grandparents, Gipson headed to the neighboring town of Cuthbert to cast her first vote.

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The biggest problem, Gipson said, was “Black folks trying to get registered to vote. The state wouldn’t allow Blacks to register or to vote because they couldn’t get it through their thick heads that we were allowed to.”

She and her family all were able to vote that day, but not everyone was as lucky. Officials randomly decided which Blacks were granted permission, often based on whether they knew you or their mood. Proof of identification was scarce at the time, because most Blacks could not provide a birth certificate or any other form of ID. Gipson said it took her family “five or six times before we all got registered” although she was successful on her second attempt.

From Jim Crow laws through the Voting Rights Act of 1965, and even today, voters — and particularly communities of color — have been disenfranchised in so many different ways.
Suppression has a long and ugly history in the U.S., and over the last two decades, it has resurfaced with a vengeance. Through research, lawsuits, and advocacy, we are fighting vote suppression on every front.

Voting crimes by making ballots disappear. From him because of fraud, while he himself was the one pushing state leaders to commit recent history, with Trump clinging to the lie that the election was stolen.

"Trump sent people into Fulton County [Georgia], which is mostly Black, and said 'get me 11,000 votes against him. Whether our votes actually got counted or not, we are just concerned about our right to vote," Gipson said.

Gipson recalled some of the literacy test questions: How many bubbles are there in a bar of soap? How many jelly beans are in the jar on the desk? How many jelly beans are in the jelly bean jar?

Literacy tests and poll taxes, in addition to the lack of available ID, are what kept so many Black folks from voting. Gipson said, "Blacks from voting." Gipson said, "It's a return to the Jim Crow days. It's a return to the Jim Crow days.

"Every Black American is still heading to the polls after 2008 Obama election and the 2016 Trump/Biden faceoff. Despite all the Black Americans standing in the way, in large numbers that are as was evidenced in both the 2008 Obama election and the 2016 Trump/Biden faceoff."
Middleton said no-excuse absentee ballots would go a long way toward getting more people to vote. The perfect example is last year’s presidential election during the COVID-19 pandemic where the NYC Board of Elections received a record-breaking 700,000 absentee ballots.

“Often people say they are going to vote after work, or after an appointment, and then they get held up to the point they never make it to the polls,” she said. “While it’s your right to vote, it’s not always so easy or convenient to vote. Being able to vote absentee without providing a reason will make the process much easier.”

Late last year, the state also implemented automatic voter registration (AVR). Eligible voters now will automatically be registered when they interact with multiple state and city agencies that already collect the information required by the State Board of Elections. Those agencies covered by the law are the Department of Motor Vehicles, Department of Health, the Office of Temporary and Disability Assistance, Department of Labor, Office of Vocational and Educational Services for Individuals with Disabilities, county and city Departments of Social Services, and the New York City Housing Authority.

New York is now the 19th state making AVR the default option, requiring people who are eligible to vote to opt out if they do not want to register, instead of opting in.

“New York State has recognized that years of voter suppression are just wrong,” Middleton said. “Voting is one of the fundamental rights of being an American, yet so many states are doing everything in their power to return this country to the years of Jim Crow Laws.”

The state also is looking at adding more early voting sites and giving local Boards of Elections the right to process absentee ballots on a rolling basis when they arrive, and begin actually counting these ballots three hours before the polls close at 9 p.m.

The high level of recent voter engagement, particularly amongst African Americans, has renewed Republican efforts to make sure only certain people have access to the ballot box. Dozens of states with Republican legislatures are using the “concerns” of voter fraud and ballot security to consider restricting the voting methods that helped millions of voters cast ballots during the pandemic.

“This is a clear example of voter suppression that we have seen before and will continue to see unless our country fully imposes the Voting Rights Act,” Middleton said. “When people of color start voting in higher numbers, it triggers a panic button and a return to voter suppression is the result.”

**COMMON FORMS OF VOTER SUPPRESSION YOU MIGHT NOT KNOW EXIST**

- Strict voter photo ID laws
- Closing of DMVs in strict voter ID law states
- Failure to accept government-issued state, university, and college student IDs
- No early voting early voting cuts in days/hours
- Harsh requirements/punishments for voter registration groups
- Racial gerrymandering
- Harsh voter registration compliance deadlines
- Failure to timely process voter registrations
- Cuts to Election Day (Same Day) registration
- Polling place reductions, consolidations, relocations
- Inadequate or poorly trained staffing at polls
- Inadequate number of functioning machines, optical scanners, or electronic polling books
- Running out of ballots at polling sites

- No paper ballots
- Not accepting Native American tribal IDs; not placing polling sites on Native American land
- Refusal to place polling sites on college campuses
- Inadequate public transportation to polling sites
- Excessive Voter purging
- Disparate racial treatment at polling sites
- Student voting restrictions
- Residency restrictions
- Requiring Payment of Fines or Fees As Condition of Vote Restoration
- Excessive use of inactive voter lists
- Language discrimination
- Lack of language-accessible materials
- Failure to accommodate voters with disabilities
- Barriers to assistance by family members or others for voters

- Deceptive practices, fliers, robocalls
- Voter intimidation
- Impersonating law enforcement personnel or immigration officers
- Creating polling place confusion by splitting African American precincts
- Barriers for homeless voters to register
- Voter challengers at polls
- Absentee ballot short return deadlines
- Exact match requirements for signatures
- Complicated absentee ballot requirements
- Proof of citizenship laws
- Failure to pre-register 17 year olds
- Restrictions on straight-party voting
- DOJ demanding voter records
- Employers not providing time off/ enough time
- Long lines
M-3 Technology, a Local 1180 vendor of insurance programs and services, awarded $1,000 scholarships to members and family members who applied via an application sent out by the company.

Administrative Manager Earlene Powell is one of the members who applied and received a scholarship for her granddaughter Natasha.

"I applied because of the needed financial assistance with college tuition to help fulfill my granddaughter’s dreams of majoring in Criminal Justice," Powell said. "The cost of tuition and books are overwhelming and winning the scholarship was so encouraging and exciting for my granddaughter. I wish you could see the smile on her face. Just to think this is a benefit offered from my union is amazing. I am grateful to M3 Technology and CWA 1180 for this wonderful opportunity for our children and grandchildren."

Administrative Manager Maxine Brown also applied for and received one of the scholarships for her nephew Bradley Vendryes.

"I attended a General Membership meeting where M-3 Technology made a presentation to scholarship awardees. The presenter said scholarships were available not just for your children, but also for nieces and nephews. I made sure to pick up a form because I knew my nephew, who is like a son to me, was on the verge of leaving high school and had plans to attend college," Brown said. "I knew he would need to tap into any type of financial assistance he could access.

"I find that CWA 1180 is a union that really crafts ways to help its members. This benefit does not only help your immediate family, but extends to family members you deeply care about and have an interest in their long-term achievement," she said. "For my nephew, this benefit is helping him as a Black man in America to achieve his educational goal to become one of ‘The Talented Tenth’!"

Principal Administrative Associate Lillian Becker agrees that the scholarship made possible by both Local 1180 and M-3 Technology is a tremendous help.

"I am truly thankful for this scholarship for my daughter. She just completed her fourth year in a six-year Doctor of Pharmacy program at the University of Rhode Island. I could not be more proud of her. She is once again on the Dean’s List and is also a member of Order of Omega, a honor society for members of Greek organizations. All of this, as she works part time at CVS as a pharmacy intern," Becker said.

"This year in December she became part of history and was part of the CVS Vaccine Team, giving the first vaccines to patients and staff at long-term health care facilities in New York while she was home on winter break," she said. "This scholarship was put right in the bank for tuition payment for her Fall 2021 semester. It is a tremendous help and Victoria and I are both extremely grateful and thankful for this M-3 Scholarship and to CWA 1180. Thank you, thank you, thank you."

Administrative Manager Ava S. George said the scholarship will help her son fulfill his dream of becoming an engineer.

"Based on my love of learning, I applied for the M-3 scholarship so that I can help my son achieve his long-term goals. By furthering his education, he can make a difference in his community, and this scholarship will absolutely be the difference-maker when it comes to affording the education he needs to do that," George said.

"It’s no secret that the cost of college is rising, and the more competitive the school, the more it can charge. More students and families are struggling to afford college this year due to the pandemic. The cost of a four-year college or university is the highest it has ever been. The M-3 scholarship awarded will only push him further toward his engineering degree. I feel blessed that he was given the opportunity to be awarded the M-3 scholarship to help fulfill his dream, and to prove that he has what it takes to not only be a successful student, but an outstanding engineer," she said.

The M-3 scholarship money was used to purchase books, pay tuition, and buy school supplies. This is another benefit that is provided by our Union CWA Local 1180, to help its members and their loved ones.

Congratulations to the following scholarship winners:

<table>
<thead>
<tr>
<th>Member</th>
<th>Scholarship Winner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lillian Becker</td>
<td>Victoria Becker (Daughter)</td>
</tr>
<tr>
<td>Amica Benjamin</td>
<td>Self</td>
</tr>
<tr>
<td>Dominique Bullock</td>
<td>Self</td>
</tr>
<tr>
<td>Ava S. George</td>
<td>Amani Daniel (Son)</td>
</tr>
<tr>
<td>Carletha Howard</td>
<td>Ryver Hemming (Niece)</td>
</tr>
<tr>
<td>Augusto Miguel Honrado</td>
<td>Self</td>
</tr>
<tr>
<td>Patti Jacobs</td>
<td>Self</td>
</tr>
<tr>
<td>Earlene Powell</td>
<td>Natasha Powell (Granddaughter)</td>
</tr>
<tr>
<td>Maxine Brown</td>
<td>Bradley Vendryes (Nephew)</td>
</tr>
<tr>
<td>Cynthia Wade</td>
<td>Self</td>
</tr>
</tbody>
</table>

M-3 Technology Scholarship Winners for Finding Ways to Help Members
Education, Census & E+E Exams

Eligible CWA Local 1180 members wanting to enhance their job-related skills now will be able to apply for an increased benefit. Beginning Jan. 1, 2021, Local 1180 doubled the adult education reimbursement benefit to $200 per calendar year.

This additional funding will go a long way toward helping members who want to take job-related courses to help themselves advance on the job.

The reimbursement benefit can be used in the following three primary academic arenas:
1. Adult education courses offered by education and training vendors and schools of continuing education in colleges and universities;
2. Adult education courses offered by DCAS of the City of New York; and
3. Adult education conferences.

For years, members have been asking for specific courses that met their individual needs. However, when we attempted to do so, attendance was sparse as others did not have the same or similar interests.

This benefit now allows members to shop for specific courses of interest, and choose different courses each year based on changing training needs. While all of this will be helpful for a great majority of our members, it will be particularly useful for our H+H members when certifications are needed.

We are excited to announce a partnership Local 1180 is developing with an online adult training program by Fred Pryor, which offers 20+ business training categories ranging from Computer Skills & Software, Human Resources, and Management, to OSHA & Workplace Safety and so much more.

Pryor offers both professional credit and certification based on the course. We are finalizing the details now and will be providing an adult education webinar as soon as everything is in place that will delve into all the program’s details and how to register for any of their more than 17,000 courses.

E+E EXAMS

DCAS has advised Local 1180 that it is planning to open filing for the Administrative Manager exam from June 2-22, 2021. The exam will be offered as both Promotional (#1552) and Open Competitive (#1195), and will be administered as an EEE (Education Experience Exam).

Please note, the EEE is part of the application process. To ensure your exam is rated, you MUST submit it to DCAS before midnight on June 22, 2021, the last day of filing. However, it would be best not to wait until the last day to file your exam.

Throughout the years, DCAS has simplified the EEE process. Recently, many of you have taken an EEE in other titles, including the most recent PAA exam that was offered as an EEE in Nov. 2020. The process for this Administrative Manager EEE should follow the Principal Administrative Associate EEE.

On June 2, when filing is expected to open, DCAS will issue a Notice of Examination (NOE) that will contain complete details on filing for the exam. DCAS does not issue the NOE in advance of the filing period. That means we will all know the complete details at the same time.

Individuals in the following titles, provided you are certified (not Provisional) in that title and have completed your probation in the title, will be eligible to take the Administrative Manager Promotional EEE: Principal Administrative Associate Levels I, II, and III; Principal Police Communications Technician Levels I, II, and III; Legal Coordinator; Contract Reviewer; and Associate Call Center Representative.

At Local 1180, we will conduct information sessions and provide updates on the exam process as we receive them. In the meantime, visit the DCAS OASys 2.0 website and register to setup an online account if you have not already done so. You will need this account in order to complete the exam process. You can watch this video on How to Apply for Exams.

For those of you taking the examination, we look forward to you having a smooth and rewarding experience filling the application.

Again, please note that at this time, Local 1180 does not have any further information other than what is in this email. As soon as we know more, we will send out an additional notice.

CENSUS RESULTS ARE IN

As you are all aware, Local 1180 spent a majority of last year reminding members to fill out their census questionnaires and explaining the importance of the census results. We received many questions from members regarding the importance of actually filling it out, other than it is required by law.

So many Americans think that filling out the census questionnaire is irrelevant and a waste of time — albeit it took less than 10 minutes.

Well, when it came to New York State, there is drama involved, of course. When the Census Bureau released the results at the end of April, it turns out that the state lost only one Congressional seat instead of the predicted two. That’s because New York actually experienced modest growth in the last decade, up 823,000 people, or 4.2 percent, compared with 2010.

While that might be shocking enough to some, what’s even more astounding is that New York was in a position not to lose any seats had we just accounted for 89 more New Yorkers. The state lost one Congressional seat because 89 people in the entire state of New York were not accounted for. In percentages, that’s just 0.0044% short.

The results are being challenged in court. Last year, President Trump cut short by three weeks the time allocated for census counting. With 89 residents making the difference between retaining or losing that one Congressional seat, the state is doing the right thing by challenging the results. In Local 1180 alone, we could have mustered up another 89 members to fill out the questionnaire.

The Census numbers are about more than just retaining Congressional seats. Census figures are used to allocate funding for more than 300 federal programs, including unemployment insurance, job training grants and the Special Supplemental Nutrition Program for Women, Infants and Children.

For those who are interested, the 2020 Census shows the resident population of the United States on April 1, 2020, was 331,449,281. The population increased by 22,703,743 or 7.4% from 308,745,538 in 2010.

Some interesting tidbits from the results:

- The most populous state was California (39,538,223); the least populous was Wyoming (576,851).
- The state that gained the most numerically since the 2010 Census was Texas (up 3,999,944 to 29,145,505).
- The fastest-growing state since the 2010 Census was Utah (up 18.4% to 3,271,616).
- Puerto Rico’s resident population was 3,285,874, down 11.8% from 3,725,789 in the 2010 Census.
- Texas will gain two seats in the House of Representatives, five states will gain one seat each (Colorado, Florida, Montana, North Carolina, and Oregon), seven states will lose one seat each (California, Illinois, Michigan, New York, Ohio, Pennsylvania, and West Virginia)
COVID-19: One Year Later

Is It Finally Almost Over?

It’s been the longest year in recent history — 12 months, 52 weeks, 8,760 hours, or 525,601 minutes. No matter how you look at it, the first year of the COVID-19 pandemic has changed us all. In a year defined by isolation, loss, stress, and upheaval, every single American has been impacted by a virus that lumped the world into one huge lockdown.

There have been more than 117 million confirmed COVID-19 cases, resulting in 2.6 million deaths around the world. The Local 1180 family is included in that death toll, as the union lost more than a dozen members to the invisible enemy. While lives certainly are the most devastating loss, they are not the only loss. The country lost jobs, kids lost days of school, members lost workdays, the union lost more than a dozen members and the economy lost most forms of infusion that keep city’s running.

Although hard to imagine any good coming from something so bad, it did happen. Governments and businesses learned they can operate effectively in the digital world and continue to function by having employees work from home. Communities and neighborhoods learned to work together to make sure residents were taken care of, had food and water, and remained as connected as possible. There was an increase in the number of online programming available, such as classes, seminars, and workshops. Even gyms moved many of their classes to an online format. And most of all, pharmaceutical companies collaborated to deliver the world’s first two mRNA vaccines to fight COVID-19.

With an increasing number of Americans now vaccinated, or on their way to becoming vaccinated, there is light at the end of the tunnel as both New York City and State are on the brink of reopening.

Gov. Andrew Cuomo announced that most state-mandated capacity restrictions, with a few exceptions, would be lifted on May 19. Sports stadiums and arenas, restaurants, events, museums, gyms, weddings, amusement parks, movie theaters, and even the subway system allowing are returning to a new normal.

Mayor de Blasio said he’s planning for New York City to fully reopen by July 1, although he has not indicated if and how COVID-19 protocols, such as wearing masks indoors, will still be mandated. City workers are expected to return to work on restricted schedules before the summer begins.

New coronavirus infections in the United States have dropped to their lowest rate since mid-September 2020. More than half of adults have had at least one shot of vaccine, which are effective at preventing severe illness and death. The federal government recently even revised the guidelines for vaccinated people, telling them they can stop wearing masks under most circumstances, indoors as well as outdoors.

However, infectious-disease experts have repeatedly made clear that the coronavirus is unlikely to be eradicated so Americans should still be cautious.

Some measures to combat the coronavirus, including booster shots, mask-wearing, and social distancing during winter when respiratory viruses spread more easily, could remain part of our lives for quite some time. With the threat of variants and myriad mutations that may still emerge, the human immune response might not be effective enough.

“The entire population is not completely safe from the coronavirus until the whole world is safe,” said President Middleton. “That’s why we all still need to be aware of our surroundings and take precautions whenever we can. I know members are concerned about returning to work, but Local 1180 is working with agencies to make sure all safeguards are in place and individual circumstances are taken into consideration when return-to-work schedules are made.”

Middleton said that all Local 1180 Staff Reps and Officers are conducting walk-throughs of agency locations before members can return.

Director’s Column

For 1180 Members Thinking About Retirement

For some of you out there, this pandemic has made you start thinking about what it would be like to retire sooner rather than later. Of course, there are many things that go into such a decision, such as your eligibility to retire based on your age and number of years of service, as well as your state of health and financial security.

Planning for retirement should start to happen months or years before you actually want to retire. You know that you will change from sitting in your desk chair with a computer mouse at work to sitting in a reclining chair with your remote control at home, but that’s not the only change.

Did you know that your benefits will change as well?

Yes, as a Retiree, you still get the great benefits that Local 1180 has negotiated for you, but it is important to know how the benefits change so that you can effectively plan for a happy and successful retirement.

The chart on the following two pages compares the Active and Retiree benefits, as well as offers some pre-retirement recommendations. If you have questions, contact the Security Benefits Office at 212.966.5353 if you are an Active member, or 212.226.5800 if you are already retired.

As a member of Local 1180, we know that understanding your benefits and the changes that occur at retirement are key to a successful transition. There are individual circumstances that apply to every retiree, so reviewing the changes that occur can help you make important decisions for you and your family and your future.
# Understanding Your Active & Retiree Benefits

<table>
<thead>
<tr>
<th>ACTIVE MEMBER BENEFIT</th>
<th>RETIREE BENEFIT</th>
<th>RECOMMENDATION FOR RETIREMENT PLANNING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PRESCRIPTION DRUG</strong></td>
<td><strong>PRESCRIPTION DRUG</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong></td>
</tr>
<tr>
<td><strong>PRESCRIPTION DRUG BENEFIT</strong> Administered by Capital RX 844.227.7962</td>
<td><strong>PRESCRIPTION DRUG BENEFIT</strong> Administered by Capital RX 844.227.7962</td>
<td>• Active members with high prescription drug utilization should consider taking the high option prescription drug rider as part of their NYC health plan coverage.</td>
</tr>
<tr>
<td>• Preventative Medications: No co-payments for prescriptions, applicable to the Affordable Care Act (ACA) preventive medications.1,2</td>
<td>• Reimbursed up to $1,500 per family per calendar year</td>
<td>• The union will reimburse the high option rider premium for prescription drug coverage up to $1,500.</td>
</tr>
<tr>
<td>• No annual dollar maximum (except Court Employees who receive this benefit through their basic health plan). Unlimited annually.1,2</td>
<td>• Additional benefit under the General Medical Benefit prescription drug coverage for total of $2,700 annually</td>
<td>• See General Medical Reimbursement below</td>
</tr>
<tr>
<td>• Asthma Medication: Covered for eligible members. Subject to $100 annual deductible.</td>
<td>• Retirees have a choice of Union Prescription coverage with basic Health Insurance, or an Optional Rider for prescription drug coverage and Union will reimburse for NYC Optional Rider.</td>
<td>1 See full plan details for information on PICA drugs and Medicare eligibility. There is a monthly premium with the high option rider to cover the additional benefits.</td>
</tr>
<tr>
<td>1 Step Therapy for brand drugs may apply 2 Cost avoidance program for specialty drugs available.</td>
<td>• Prescription copays under plan up to $1,500. The rider offers unlimited coverage with a copay, except for PICA drugs5</td>
<td></td>
</tr>
<tr>
<td><strong>GENERAL MEDICAL</strong></td>
<td><strong>GENERAL MEDICAL</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong></td>
</tr>
<tr>
<td><strong>GENERAL MEDICAL REIMBURSEMENT</strong> $150 per family per calendar year</td>
<td><strong>GENERAL MEDICAL REIMBURSEMENT</strong> $1,200 per family per calendar year</td>
<td>At retirement, members should consider using General Medical Reimbursement to supplement coverage for prescription drug costs or to use for copayment or other covered out of pocket costs.</td>
</tr>
<tr>
<td></td>
<td>• Can also be used for additional prescription drug coverage for total of $2,700 annually</td>
<td></td>
</tr>
<tr>
<td><strong>OPTICAL</strong></td>
<td><strong>OPTICAL</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong></td>
</tr>
<tr>
<td>• Up to $100 per pair of prescription glasses; maximum 1 pair per individual, not to exceed 4 pairs per family per calendar year, not including pediatric optical benefit.</td>
<td>• Up to $125 per pair of prescription glasses; maximum 1 pair per individual, not to exceed 4 pairs per family per calendar year.</td>
<td>Use an in-network provider for the most value rather than opting for reimbursement by a non-participating provider.</td>
</tr>
<tr>
<td>• No-cost benefit. Must use a network provider.</td>
<td>• No-cost benefit. Must use a network provider.</td>
<td></td>
</tr>
<tr>
<td>• A pair of prescription glasses annually from a special selection of frames. Use one of the network providers (General Vision, Vision Screening, or Comprehensive Professional Systems) for comprehensive exam and purchase of glasses with copayments for certain services.</td>
<td>• A pair of prescription glasses annually from a special selection of frames. If the child’s prescription changes during the year, new glasses will be provided without cost.</td>
<td></td>
</tr>
<tr>
<td>Pediatric Optical Benefit (Children under 19 years of age)</td>
<td><strong>ACTIVE ONLY</strong></td>
<td>Pediatric optical is eliminated for retirees. If you have a youth under the age of 19, be aware so you can plan accordingly.</td>
</tr>
<tr>
<td>• No-cost benefit. Must use a network provider.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• A pair of prescription glasses annually from a special selection of frames. If the child’s prescription changes during the year, new glasses will be provided without cost.</td>
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</tbody>
</table>

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1 Step Therapy for brand drugs may apply 2 Cost avoidance program for specialty drugs available. 5 See full plan details for information on PICA drugs and Medicare eligibility. There is a monthly premium with the high option rider to cover the additional benefits.
<table>
<thead>
<tr>
<th><strong>ACTIVE MEMBER BENEFIT</strong></th>
<th><strong>RETIREE BENEFIT</strong></th>
<th><strong>RECOMMENDATIONS FOR RETIREMENT PLANNING</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DENTAL COVERAGE</strong></td>
<td><strong>DENTAL COVERAGE</strong></td>
<td><strong>EXPECTED</strong>: Orthodontic coverage is eliminated from the retiree dental plan. Use the benefit while an active employee to get any orthodontic care as a covered service. &lt;br&gt;Retirees should review all four dental plans to see if the panel of dentists, location, or benefits better serve the needs of your family in retirement, such as a nationwide network rather than one limited to NYC and vicinity. &lt;br&gt;Use an in-network provider for the most value rather than opting for reimbursement by a non-participating provider.</td>
</tr>
<tr>
<td>Scheduled Dental Plan</td>
<td>NO CHANGES EXCEPT:</td>
<td></td>
</tr>
<tr>
<td>Up to $2,000 per person per calendar year based on a Schedule of Fees. Orthodontic: $2,290 lifetime maximum benefit per qualified person.</td>
<td>NO ORTHODONTIC BENEFIT FOR RETIRES</td>
<td></td>
</tr>
<tr>
<td>Dentcare/Healthplex Plan</td>
<td>MONTHLY PREMIUM</td>
<td></td>
</tr>
<tr>
<td>In-network only, necessary services are fully covered. Small co-payments for dentures, crowns, orthodontic, bridges, and periodontal treatment</td>
<td>DECREASED FOR RETIRES</td>
<td></td>
</tr>
<tr>
<td>Empire BlueCross Blue Shield XPO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Visit any licensed dentists or specialists of choice, but with costs normally lower when choosing one within network. Negotiated rate for covered services from in-network, even if you exceed yearly maximum coverage of $2,000. Orthodontic: fully covered for children under age 19.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emblem Health Preferred Dental Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to 8,500+ dentists and specialists in New York and New Jersey. Coverage annual maximum is $2,000 per person. Children are covered up to age 26 with verification. Orthodontic is fully covered for children under age 19. Monthly premium associated with this plan of $34.51 per household.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PODIATRY</strong></td>
<td><strong>PODIATRY</strong></td>
<td></td>
</tr>
<tr>
<td>Up to $10 a visit for a maximum of four visits per calendar year.</td>
<td>Up to $10 a visit for a maximum of four visits per calendar year.</td>
<td></td>
</tr>
<tr>
<td><strong>MENTAL HEALTH</strong></td>
<td><strong>MENTAL HEALTH</strong></td>
<td></td>
</tr>
<tr>
<td>Up to $300 per person per year for out-of-hospital psychiatric care</td>
<td>Up to $300 a year per person for out-of-hospital psychiatric care</td>
<td></td>
</tr>
<tr>
<td><strong>LEGAL SERVICES</strong></td>
<td><strong>LEGAL SERVICES</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong>: If you are seeking legal advice for something outside of the NYC area, be sure to inform the attorney as laws vary by state.</td>
</tr>
<tr>
<td>Consultations. Most civil matters handled free. Appointments needed.</td>
<td>NO CHANGE EXCEPT:</td>
<td></td>
</tr>
<tr>
<td>NO ORTHODOCTIC BENEFIT FOR RETIRES</td>
<td>OUT-OF-AREA LEGAL ADDED FOR RETIRES</td>
<td></td>
</tr>
<tr>
<td>• Consultations. Most civil matters handled free. Comprehensive legal services by plan attorney in area, and by a schedule reimbursement out-of-area of $1,000 maximum per calendar year.</td>
<td>• Spouse covered for Will only. Appointments needed.</td>
<td></td>
</tr>
<tr>
<td><strong>RETIREE DIVISION</strong></td>
<td><strong>RETIREE DIVISION</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong>: Online workshops provide a chance to ask questions about benefits &amp; reimbursements for out-of-pocket costs.</td>
</tr>
<tr>
<td>N/A</td>
<td>RETIRES ONLY</td>
<td></td>
</tr>
<tr>
<td>Program providing benefit counseling, technology, exercise classes and recreational events.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>HEARING AID</strong></td>
<td><strong>HEARING AID</strong></td>
<td><strong>RECOMMENDATION FOR RETIREMENT PLANNING</strong>: Use a panel audiologist to get the most value.</td>
</tr>
<tr>
<td>N/A</td>
<td>RETIRES ONLY</td>
<td></td>
</tr>
<tr>
<td>Reimbursement up to $600 per person per two-year period.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ACTIVE BENEFITS</strong></td>
<td>VISIT LOCAL 1180</td>
<td>N/A</td>
</tr>
<tr>
<td>Parental Benefit • Life Insurance • Accidental Death &amp; Dismemberment • Weekly Accident and Sickness Benefit • Education/College Tuition Reimbursement • Book Reimbursement • Adult Education/NYC Reimbursable Courses &amp; Educational Conferences • Members’ Annuity Fund • Home Health Care • Retirement Counseling</td>
<td>WEBSITE FOR MORE BENEFITS INFORMATION</td>
<td></td>
</tr>
</tbody>
</table>
Dec. 29, 2020
Meeting called to order at 6:04 p.m.
Executive Board Members in Attendance
Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Bla-Bla, 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

Dec. 22 — Participated in Scott Stringer’s Mayoral Candidate Endorsement Press Conference. He was endorsed by CWA Local 1 District. Later that day, participated in the Local Law 18 Pay and Demographics Report meeting.

Dec. 21 — Participated in the Bargaining Plan/Role Clarification meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Dec. 1, 2020, from the Law Office of Mirkin & Jordan, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the Dec. 29, 2020, monthly project updates memorandum submitted by Marcie Rosenblum, Local 1180 Communications Director.

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

First Vice President’s Report
First Vice President Strickland announced she participated in the International Foundation of Employee Benefits Conference Dec. 8-10, 2020. She also announced that Administrative Manager appeals continue being addressed and will provide an updated report at next month’s meeting.

First Vice President Strickland reported that she participated in the weekly staff meetings.

Activity November
Agency Walk-Throughs ..................... 67
Ombudsmen Visits ....................... 35
Conference Calls ......................... 1
Counseling/Warming Sessions ............. 1
ED Training/Health/Wellness/Interviews .. 1
Emails .................................. 1,222
Hearing Preparations ...................... 13
HH-78 Meetings ......................... 10
Investigative Hearings/Meetings .......... 1
Labor Management Meetings .......... 6
OCR Meetings ................................ 2
Phone Calls ................................ 2,152
Site Meetings ............................. 25
Staff Rep Services Emails .............. 60

Site Meetings
Administration of Children Services (ACS) 330 Jay St., Brooklyn, NY

Administration of Children Services (ACS) 1274 Bedford Ave, 185 Marcy Ave, 17 Bristol St., Brooklyn, NY

Department of Social Services (DSS) 125 Worth St., 427 E. 87th St., 800 E. 176th St., New York, NY

Fire Department (FDNY) 9 Metro Tech, Brooklyn, NY

H + H — Gotham 264 W. 118th St. New York, NY

H + H — Senator 460 Brielle Ave, Staten Island, NY

Human Resources Administration 551 Fourth Ave, Brooklyn, NY

Human Resources Administration—Admin 225 West 155th St., Manhattan, NY

Office of the Mayor 1250 E. 125th St., 125-155th St., Queens, NY

Public Advocate’s Office 1274 Bedford Ave, 185 Marcy Ave, 17 Bristol St., Brooklyn, NY

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

Dec. 1 — Conducted the Ranked-Choice Voting webinar.

Dec. 2 — Attended weekly staff meeting.

Dec. 7 — Attended NYCCLC Candidate Screening for Mayoral where two candidates were interviewed.

Dec. 14 — Attended H+H Administrative Job Opportunity Specialist work rotation meeting.

Dec. 12 — Conducted Mayoral Interviews. The Executive Board was polled after interviews. Motion was duly made, seconded, and carried to endorse Scott Stringer for Mayor.

Dec. 15 — Attended New York City Council candidate screening for Mayor; final two candidates interviewed.

Dec. 16 — Attended weekly staff meeting.


The Executive Board held discussions for endorsements for Public Advocate. Motion was duly made, seconded, and carried to endorse Jumaane Williams for Public Advocate.

Second Vice President Brown announced the Governor’s primary runoff election will be held on Jan. 6, 2021, to fill two U.S. Senate seats. If the Democrats win both seats, the U.S. Senate will then fall under Democratic control.

Second Vice President Brown announced a New York City Comptroller candidate screening will be conducted on Jan. 21, 2021.

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

Secretary-Treasurer’s Report
Secretary-Treasurer Robin Bla-Bla reported the CWA Local 1180 Transaction Data and Income and Expenditures Reports for November 2020. She advised that the T2 checking account has a balance of $518,017.70 as of COB Dec. 29, 2020.

CWA Local 1180’s 4th floor office renovations are going well. We anticipate the completion of the end of Jan. 2021, at which time the contractors will commence renovating the 3rd Floor offices, which need assistance should call 212-226-6565 or email staffservicestx@cwa1180.org.

Secretary-Treasurer Bla-Bla reported the following member activity:

Member Activity for November 2020
New Member Enrollments .......................... 29
Decayed Accounts ................................ 7
Retirements ................................... 21
Decayed Retirees ................................. 1
Total Active Members ........................ 8,219
Total Retired Members ........................ 6,561

CWA Local 1180 members working at three ACS locations were not distributed masks, stating the masks were only for employees. A grievance has been filed against this action. We were able to distribute 10 masks to 10 of our members courtesy of one of our colleagues. Eric Ambrose filed a grievance on behalf of our members.

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

Recording Secretary’s Report
Recording Secretary Lourdes Acevedo continued participating in numerous CWA Local 1180 Trustee meetings, the local mayor candidate screening, and the subsequent press conference announcing Scott Stringer for NYC Mayor. Additionally, she participated in the Staten Island Borough Coordinating Council (SBCC) meeting. Lastly, she participated in the CWA Local 1180 General Membership meeting.

Members-at-Large Reports
Greg Smith reported that on Dec. 31, 2020, he participated in the HRA Administrative Job Opportunity Specialist (Cantor Directors) meeting, discussing staffing issues and client coverages.

Debra Paylor reported that on Nov. 23, 2020, she participated in the H+H Gotham/Sydenham site meeting; on Dec. 1, she participated in the Ranked-Choice voting workshop; and on Dec. 2, she participated in the CWA Local 1180 Organizing committee meeting. On Dec. 2, she participated in the NYCCLC Delegate Interim meeting. Dec. 8, she participated in the CWA Local 1180 Women’s Committee meeting, and on Dec. 15, she participated in the New York City Council candidate screening meeting. Lastly, she participated in CWA District 1 endorsement of Scott Stringer for NYC Mayor.

Denise Gilliam reported that she participated in the DOT/DOT Pre-Retirement Seminar. She also reported the CWA Local 1180’s Women Committee will meet the second week in Jan. 2021.

Hilary Bloomfield announced that Kevin Riley won the Manhattan City Council member representing the Bronx.

Hazel O. Worley reported that the Committee on Civil Rights and Community Services hosted the Drive/Off Toy Drop meeting, on Dec. 12 and 19 in conjunction with Man Up Brooklyn and the Brooklyn Cinderella Project.

Good and Welfare:
President Middleton sent sincere condolences to the family of Velma Dixon, CWA Local 1180 Retired NYC DoP Shop Stewel. Velma was a true activist and she will be missed. May she rest in peace.

Next meeting date of the Executive Board Jan. 28, 2021.

Jan. 28, 2021
Meeting called to order at 6:45 p.m.
Executive Board Members in Attendance
Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Bla-Bla, Secretary-Treasurer

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

Absent: Lourdes Acevedo, Recording Secretary

President’s Report
President Middleton welcomed the Executive Board members to the first meeting of 2021 and welcomed newly elected Members-at-Large: Rancho Foster, Teeshia Foreman, and Rosario Romas; to their first Executive Board meeting.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting on Dec. 29, 2020.

Jan. 30 — Participated in the H+H monthly leadership conference call with Jonathan Wangal.

Jan. 6 — Participated in the HQ building staff meeting. That afternoon, she participated in communications meetings and chaired the CWA Local 1180 weekly staff meeting.

Jan. 7 — Participated in the H+H monthly leadership conference call with Jonathan Wangal. Later that evening, attended a fundraiser for Carl Hiaasen.

Jan. 8 — Participated in the MIL meeting video conference discussions regarding the COVID-19 vaccine update. Later that afternoon, attended an H+H internal meeting, and participated in management training for the Executive Board.

Jan. 11 — Participated in a labor-management
Amica Benjamin has worked for the City of New York for a slightly more than 24 years. She began her career on Sept. 16, 1996, as an Office Machine Aide with the New York City Employees’ Retirement System (NYCERS). She was promoted to Associate Retirement Examiner in 1997 and secured her position in that title by taking the civil service exam. Several years later, she was promoted to Associate Retirement Examiner and worked in that title until she left in 2005 to pursue a career as a Police Officer with the NYPD. After fulfilling her teenage dream of becoming an officer, she realized that while she enjoyed interacting with people, it wasn’t a great fit for her.

In 2006, Amica returned to NYCERS and became active in her union, Local 1407, under DC 37. She worked as an acting Shop Steward, sat on the Executive Board, and was a very active member of the Quality of Life Committee (QWL). Amica always wanted to work in an administrative title and decided to take the civil service exam for Principal Payroll Administration (OPA). In 2017, she was nominated to be a Shop Steward for CWA Local 1180 and became an active member. In 2018, Amica decided to take advantage of Local 1180’s Education Fund benefits for its members and is currently pursuing her Master’s Degree in Labor Studies. She is on target to graduate June 2021.

During the summer of 2020, Amica received an email from Local 1180 with a posting for a Union Staff Representative position and decided to go for it. While it wasn’t her time then, and having kept her resume on file, the Local contacted her out to several months later and offered her a position as a Staff Representative.

In 2015, Amica became a PAA Level 1 and worked in the title at NYCERS until she decided to leave (yet again) in 2016, continuing her career as a PAA with the Office of Payroll Administration (OPA). In 2017, she was nominated to be a Shop Steward for CWA Local 1180 and became an active member. In 2018, Amica decided to take advantage of Local 1180’s Education Fund benefits for its members and is currently pursuing her Master’s Degree in Labor Studies. She is on target to graduate June 2021.

Amica loves helping people, especially those who don’t know how to help themselves. She believes in giving back, being a voice for the voiceless, and knowing if she can help just one person she is making a difference!
COMMITTEES

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

Civil Rights & Equity/Community Service Committee
Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting: 3rd Tuesday of each month

Civil Service Committee
Meeting: 4th Tuesday of each month
Chair and email to be announced

Editorial Committee
Marc Rosenblum, Chair
mrosenblum@cwa1180.org

Education Committee
Meeting: 2nd Monday of each month
Chair and email to be announced

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 Youd, Chair
eyoud@verizon.net
Meeting: 1st Wednesday of each month

Pride Committee
Vera Jordan, Chair
vjordan@health.nyc.gov

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
jeanw50@gmail.com

Manhattan BCCC
Patti Jacobs, Chair
manhattanbcc1@gmail.com

Queens BCCC
Elaine Blair, Chair
eilblair5@gmail.com

Staten Island BCCC
Rosie Roman, Chair
roroman@cwa1180.org

MOST meetings start at 6 p.m. and are held virtually until further notice.

Available for Qualifying NYC Families

Child Care Subsidies

The Child Care Facilitated Enrollment Project is a pilot program developed to assist working parents increase access to child care subsidies and quality care in New York City for children up to 13 years of age with qualifying incomes ($72,050 for a family of four).

The project was developed by the New York Union Child Care Coalition, a committee of the New York City Central Labor Council, is funded by New York State, and is administered by CWE in coordination with the New York State Office of Children and Family Services (OCFS) and the New York City Administration for Children’s Services (ACS).

The goals of the project are to:

- Improve working families’ access to child care assistance by exploring ways to make it easier for families to apply, e.g., simplifying the application, offering evening enrollment hours, and allowing applications to be faxed or mailed.
- Expand access for subsidized care to moderate-income families, particularly those who are generally less likely to receive child care assistance in comparison to lower-income families.
- Help parents afford licensed, quality childcare and after school programs.

For more information and to fill out a Child Care Facilitated Enrollment Pre-Screening Questionnaire, go to www.cwenet.net/nysfe-1.

NYC Summer Rising

Summer Rising is New York City’s free summer plan for any child in grades K-12 who wants to participate. Summer Rising will be available throughout the City to every New York City student, including students with disabilities. All programs will be run by local school leaders and trusted community-based organizations.

Summer Rising programs are full day and in-person experiences that create a bridge back to school in the fall and give parents peace of mind as they return to work. The environment will be safe and supportive, with staff members prepared to respond to children's social and emotional needs. Programs will offer academic support, arts, recreation, and social-emotional support, as well as breakfast, lunch, and a snack.

Most Summer Rising programs begin July 6, except those for students with 12-month IEPs, which start July 2. Programs will operate in hundreds of DOE buildings, with most students being able to attend a program in their home building.

For Summer Rising programs in grades K-8, families can sign up at www1.nyc.gov/site/dycd/services/SummerRising.page. If your student is a New York City resident who does not attend a DOE school, you should apply to a program in your neighborhood.

High schools will reach out to students in the coming weeks to discuss a summer program that meets their needs and interests. Please contact your school if you do not hear from them or wish to learn more about their summer program options.

For any other questions or more information, reach out to your child's school principal, or email specialeducation@schools.nyc.gov.

NY Hero Act

Signed Into Law

The NY HERO Act that will strengthen worker protections during the COVID-19 pandemic and beyond was signed into law in early May.

Local 1180, CWA District 1, and other unions have been fighting for this legislation for more than a year, demanding stronger safety standards and protections for workers during and after the COVID-19 pandemic.

The NY HERO Act will create new health and safety standards during airborne infectious disease outbreaks, give workers a stronger voice on the job, and hold employers accountable for dangerous workplaces.

“We are the only ones who can protect ourselves but we need management to work with us in order to be successful,” said President Gloria Middleton. “We have experienced serious health concerns and safety issues in the past, but nothing like we dealt with in the past year since the pandemic started. We spoke out, both at rallies and through letters, and our legislators listened.”

The NY HERO Act, or the New York Health and Essential Rights Act, requires the Departments of Labor and Health to implement enforceable minimum standards for workplace safety, including protocols on testing, PPE, social distancing, hand hygiene, disinfection, and engineering controls. Workers also would be given a direct role in monitoring and reporting violations through workplace health and safety committees and employees would be protected from retaliation for utilizing their rights under the law.
<table>
<thead>
<tr>
<th>NAME</th>
<th>AGENCY</th>
<th>DECEASED</th>
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<tbody>
<tr>
<td>Helen Alleyne</td>
<td>NYC Transit Authority</td>
<td>2/21/2021</td>
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<tr>
<td>Patricia Altmare</td>
<td>Brooklyn District Attorney</td>
<td>2/4/2021</td>
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<td>Ethel Andoh Menson</td>
<td>Dept. of Health &amp; Mental Hygiene</td>
<td>1/13/2021</td>
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<td>Arlene Bailey</td>
<td>NYC Housing Authority (NYCHA)</td>
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<td>Velma Barnes-Reynolds</td>
<td>Office of the Comptroller</td>
<td>12/8/2020</td>
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<td>Nicolette Belfield</td>
<td>DCAS</td>
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<tr>
<td>Mary Bentivegna</td>
<td>Brooklyn Borough President</td>
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<td>Fritz Bond</td>
<td>Health+Hospital Corp.</td>
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<td>Bertha Brickus</td>
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<td>Velma Butts</td>
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<td>Shirley Chisolm</td>
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<td>Joan Clarke</td>
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<td>Victoria Clay</td>
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<td>Mary Clayton</td>
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<td>Adeline Clinton</td>
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<td>Esther Crawford</td>
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<td>Pauline Dashiel</td>
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<td>Pearl Modeste Walrond</td>
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<td>Cynthia Overby</td>
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<td>Diane Patterson</td>
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<td>Melonie Payne</td>
<td>Administration for Children Services (ACS)</td>
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<td>Carolina Piscitelli</td>
<td>Housing Preservation &amp; Development</td>
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<td>Miriam Rock</td>
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<td>Irene Sheehan</td>
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<td>Harriet Shelling</td>
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<td>1/12/2021</td>
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BE THE FIRST TO KNOW

Sign Up For The

1180 MOBILE APP

SCAN the QR code:

1

YOU ARE NOW CONNECTED TO LOCAL 1180!

HIT the NEXT BUTTON

3

FOLLOW the instructions to

DOWNLOAD and INSTALL

the

UNION STRONG

APP

2

ENABLE LOCATION

HIT the NEXT BUTTON

4

ALLOW NOTIFICATIONS

APPLE iPhone: HIT the SIGN IN BUTTON

ANDROID: HIT the NEXT BUTTON

5

REGISTER with EMAIL (or use FaceBook or Apple ID)

HIT the SIGN IN BUTTON

6

FILL IN FIELDS NAME, PERSONAL EMAIL, ZIP CODE

(Work emails not allowed)

CREATE a password for yourself and SIGN UP

7

TELL us about yourself (CHECK ALL that apply)

HIT the SAVE BUTTON

8

YOU ARE ALL SET!

You will now start receiving important updates from LOCAL 1180!

FOR FURTHER ASSISTANCE, CONTACT SUSAN AT 781.710.6951