

COMMUNIQUE



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By Edward M. Yood
Chair, Local 1180 Committee on People with Disabilities

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29 Years After Americans With Disabilities Act, City Subways are Still “Transit Deserts”

Pat Jacobs has been a CWA Local 1180 member and a Coordinating Manager Level B in H+H in the Chronic Diseases division for the past 18 years. She also has been Chair of Local 1180’s Manhattan Borough Community Coordinating Committee for the past four years. She is active at work, active in her union, and active in her community.

Last year, Jacobs had knee replacement surgery, which was followed by several medical complications. While she did eventually return to work, her knee replacement disability allowed her to only walk with the assistance of a cane. Subway navigation proved to be quite difficult as she can only access them via elevators that bring her to and from street level, or to connecting lines and platforms. This, of course, is if they are even present at her station of choice at all. Subway station stairs? Impossible.

Herein lies the problem, not only for Jacobs, but thousands of New Yorkers with impaired mobility.

New York City’s mass transit system is far from accessible. A January 29, 2016, Wall Street Journal article entitled “MTA Under Pressure to Add Elevators to More Subway Stations” includes data from the U.S. Federal Transit Administration and a report card on the accessibility of subway stations in major U.S. cities. New York City was dead last at only 22 percent, falling far below leaders San Francisco, Atlanta, Los Angeles, and Miami at 100 percent. Even the New Jersey PATH trains were at 54 percent accessibility. While the data is from 2014, five years later not much has changed in the Big Apple.

Just ask Jacobs. Since her return to work, the monthly commuting cost from her Washington Heights residence to her Harlem Hospital job site has increased from \$127 for a monthly unlimited MetroCard to a whopping \$800 (\$20 per cab ride to and from work) — an increase of 530 percent, or five times as much. That’s because the 155th Street and 157th Street subway stations nearest her home do not have elevators. Jacobs could have reduced her taxi fees by taking a cab to the closest subway station with an elevator at 168th Street, but that elevator to the train, which could get her to and from work, has been out of service since January 2019. The MTA announced that this elevator is not expected to return to service any earlier than the end of the year.

Jacobs has missed most of the union’s membership meetings and other activities since her surgery because attending would increase her already-high cab expenses. She cannot access her transit check benefit because the shortage of subway elevators prevents her access to the subways. Transit check is a benefit for public and private sector workers in which their subway fare is deducted pretax from their paycheck, thereby reducing their annual taxable income and leading to a significant tax benefit.

Jacobs is taking a financial hit from all angles. “Our taxes pay for the subways. No taxation without utilization. The subways should be a service,” she said.

Local 1180 member Principal Administrative Associate Dana Holland couldn’t agree more.

Holland recently retired after 40 years with the Fire Department. She is an extremely active union member, serving on the Community Services, Legislative and Political Action, Civil Rights and Equity, People with Disabilities, and the Brooklyn Borough Community Coordinating committees. She, too, recently had knee replacement surgery and cannot walk without the assistance of a cane, making subway station stair navigation an impossibility.

Her activities since she retired have been more limited because the Kingston/Throop subway station near her home does not have an elevator. Holland has to take a bus to Utica Avenue to reach a station with an elevator. This has delayed and hampered her ability to visit her sick husband who recently suffered a stroke at his rehabilitation center or to provide home care for her aunt every Sunday. She said that the City should put elevators in every station so disabled people like herself, seniors, and parents with baby carriages, can exercise their right to ride all the subways, the major form of transportation for City residents.

The current state of the subway stations leaves New York City in violation of the Americans with Disabilities Act (ADA), a federal civil rights law passed in 1990 that requires many public spaces, including mass transit, to be accessible for people with mobility and other disabilities.

Manhattan Borough President Gale Brewer, in a February 6, 2019, report conducted by her office on the current state of the MTA’s accessible stations, surveyed 42 Manhattan subway stations that the MTA has deemed accessible.

The report states: "First and foremost, it must be acknowledged that, intentionally or otherwise, the MTA's assertion that they currently operate 114 accessible stations, an already low number, has itself been inflated as some stations that are not fully accessible are listed as accessible on the MTA's website."

Mayor Bill de Blasio's Office on People with Disabilities also used the MTA's inflated accessibility statistics in its 2019 Accessible-NYC Report in which 11 "accessible" stations were counted at least twice.

If you consider elevator breakdowns, New York City subway station accessibility is actually less than 20 percent, even worse than the aforementioned U.S. Federal Transit Administration number of 22 percent. Either way, the percentage of fully accessible subway stations in New York City is abominable.

Jean Ryan, President of Disabled in Action, told the *Communique*: "The MTA takes longer and spends more to put in elevators than other old cities and systems like Chicago and Boston. Even the 2nd Avenue subway was hugely costly per mile. The media says there is much waste and inefficiency in the MTA. The main problem is ... the lack of political will and commitment to making the subways accessible in money allotted, a schedule, and a firm commitment to making the whole system accessible. That is why Disabled In Action and other groups are suing the MTA for access. Successful lawsuits are the only reason that Chicago and Boston are making their systems accessible. It isn't out of the goodness of their hearts."

It is estimated that the cost for one NYC elevator is \$10 million, with the average cost to install elevators per station at \$39 million in New York, according to pedestrianobservations.com. It's reported that only a quarter of New York City's 472 subway stations are accessible, and with an approximate 550,000 residents who have difficulty walking, inaccessibility is a definite problem. According to a *New York Times* February 11, 2019 article, two-thirds of this population lives far from one of the accessible subway stations. Most people with disabilities have to rely on either a bus system or the Access-A-Ride program, a paratransit service run by the city and the Metropolitan Transportation Authority that many critics say is unreliable.

Mary Kaessinger, a mobility disabled activist from the Peoples MTA, the Disability Pride Parade Committee, and a founding member of the Coalition of Labor Union Women who has joined CWA Local 1180 on Equal Pay Day to support the fight for gender pay equity, shared with the *Communique* a letter she wrote the Mayor.

"I read your recent pamphlet AccessibleNYC and was really angry. If you think all is well, as the pamphlet proposes, then you just don't understand what people with disabilities are fighting for. We want an end to the segregated options for the disabled. We need elevators or ramps at every station to get on the subway," she wrote.

Kaessinger said that she personally has to take the B41 bus to Prospect Park, which is a half hour trip. Then she has to take another bus to get to her destination, which is another half hour trip. "This can and does get exhausting, not to mention waiting for buses in the rain or extreme heat," while her roommate walks to the Q, which is one block away. "I would like to do that, too," she said.

While the MTA plans to install 50 new elevators in the next five years, that still leaves hundreds of stations inaccessible. Lack of elevators is not the only hurdle, however. Once in the subway station, it's a matter of being able to access a train.

Most of the time platforms are not level with the floors of subway cars. Riders with large-sized wheels on their wheelchairs have to manipulate them to get on over the rise. If a wheelchair or scooter has smaller wheels, they will need to be lifted into the subway. When a scooter or wheelchair weighs 350 pounds, this is not an easy task.

As if these problems aren't bad enough, getting out of a subway car actually can be dangerous. Kaessinger said that if a train stops in front of a pillar, there is not enough room to maneuver; if the floor of the subway car is below the platform, mobility challenged riders have difficulty departing; and subway station signage is a nightmare.

So what about New York's accessible buses? The Mayor's 2019 Accessible-NYC Report only provides one paragraph: "Every city bus is wheelchair accessible, with either a lift or, on newer models, an easier-to-use ramp. Currently, DOT is conducting a citywide survey of all bus stops to identify those with physical accessibility challenges. The survey will help prioritize upgrades to bus stops in future years."

Yet, on August 16, 2019, Jean Ryan, President of the U.S. disability civil rights organization, Disabled in Action, testified at an MTA hearing about the accessibility problems on City buses.

"Many people with disabilities have mobility problems and walk with difficulty and pain. Many have back problems, respiratory problems, cardiac problems, or other health problems like cancer where their energy and walking ability is severely compromised. Some are temporarily disabled. We all probably know people like this and we see people on the street who are doing the best they can with great difficulty," she testified. "Well, it's just one block, you say. Let me tell you how that one block is actually more. You have to walk one more block to the stop, you take the bus, but on the other end, maybe you have to also walk one more block. Then you have to get to your real destination, do what you went for — work, school, a meeting, the doctor, a play, meet with a friend, shop for groceries — and then you repeat the process to get to the bus (because the subway elevators are scarce and you can't stand on the subway and keep your balance), do the one more block on each end and stagger home from exhaustion and pain and recuperate for days. I know because I lived like that for years."

Ryan also emailed the *Communique*: "Many [bus] drivers do not know how to use the finicky lifts so I have to teach them on the spot. I have been stuck on the lift trying to get into the buses and on the lift trying to get off the bus. For a wheelchair user, riding an express bus, like riding the subway, takes guts, courage, knowledge, and luck that the accessible features will work."

City buses do not have sufficient accommodations for people with hearing and vision disabilities. Wheelchair lifts were installed only after many years of protests by New York City wheelchair users. Interstate bus companies like Greyhound are still not fully accessible, and the MTA recently announced that it wants to do away with both posted bus schedules and MetroCards. Ryan said the MTA does not consult with the disability community before implementing changes.

Disabled People Fight Back!

People with disabilities have not gotten anything without a fight.

On March 12, 1990, disability rights activists descended on the U.S. Capitol demanding the passage of the Americans with Disabilities Act (ADA), which would give equal

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rights to people with disabilities. After the day's rally and speeches, more than 60 activists abandoned their wheelchairs and mobility devices and began crawling the 83 stone steps up to the U.S. Capitol Building, during which people were loudly chanting "What do we want?" "ADA!" "When do we want it?" "NOW!" The ADA was passed soon thereafter. However, the disabled community was back again in Washington when President Trump tried to end the Affordable Care Act, which unlike the ADA, has a provision that prohibits discrimination against disabled people in health care, benefits, and insurance.

Wheelchair user and Attorney Kathleen Collins, also an active Disabled in Action member, provided Local 1180 with a summary of no less than seven pending access court cases in the Disability Community's fight for accessibility. These cases in New York State and Federal courts encompass Americans with Disabilities Act and other civil rights class action lawsuits demanding that the subways be fully accessible, elevators be installed when subway stations are renovated, elevators be maintained and fixed in a timely manner when they are broken, curb cuts be built on every city street and sidewalk, surveys distributed by the MTA to subway riders be made public, and the city's police precincts be made accessible.

The disability community has mobilized people with disabilities and their allies, including CWA Local 1180, for rallies prior to court hearings and to pack courtrooms with wheelchair users so that judges see who is mostly impacted in the fight for accessibility. The monthly meetings of the MTA are also a popular venue for testimony, protest, and disability pride. At one such meeting, the cousin of Malaysia Goodson testified. Goodson was an African American mother who died earlier this year when she fell down the stairs of a subway station that did not have an elevator while carrying her baby and baby carriage. She gave her life to shield her baby. No mother should have her child become an orphan because of the MTA's refusal to make all subway stations ADA-compliant.

A few elected officials are on the frontlines of speaking out on behalf of the disabled community. New York Council Member and civil and human rights activist Helen Rosenthal, who is an ally of people with disabilities, women, and the labor movement, said there needs to be clear goals and enforceable accountability in the fight for accessibility for people with disabilities.

She believes there should be accountability for all New York City funding to the MTA, including the assignment of funding to a separate budget line for construction, maintenance, repair, and installation of elevators in subway stations. She said another possibility is New York City Council resolutions calling for sufficient funding for full subway accessibility in a legally binding and enforceable agreement with a timetable acceptable to the disability community. She also suggested that all government resources and officials assist in establishing a much faster timetable and more identifiable and larger funding sources as soon as possible for the installation of elevators and ramps in every NYC subway station and on every subway line.

She hopes that the Mayor's Office on People with Disabilities 2019 Accessible-NYC Report will be widely read, scrutinized, and if necessary, audited to ensure fairness, accuracy, and sufficient consultation with all elements within New York's disability community and the entire City Council.

Rosenthal pledges to be part of the effort in New York to correct the inequity in the U.S. 1938 Fair Labor Standards Act that allows certain categories of workers, including disabled people, to be paid less than minimum wage. She concurs with CWA Local 1180 that this should be done in a manner protecting the jobs and benefits of people with disabilities.

Rosenthal has sponsored and achieved passage of several City Council bills advancing accessibility. She can be seen frequently at rallies, court hearings, and

at inaccessible subway stations calling for subway elevators. When asked why she is so concerned about the struggle of people with disabilities for equal rights, Rosenthal responded, "Disability rights are human rights."

To the question, "How can the labor movement help the disability rights accessibility movement," Disability in Action President Ryan said, "The labor movement can help by providing meeting space for us and by providing people to come to our demonstrations and court dates. We welcome anyone who is interested to come to our meetings. After all, any progress that we can make in disability access will benefit everyone, including union members. We've gotten bus access, poll site access, improvements in evacuation planning for people with disabilities, accessible taxi access, and we are working on subway access as well as access to all police precincts."

CWA Local 1180 regularly hosts and provides space at no charge for meetings of disability rights organizations, including the Disability Pride NYC Parade Committee, the Fair Wages Task Force that is fighting for minimum wage equity for disabled people, and the Local 1180 Committee on People with Disabilities, which meets the first Wednesday night of every month, and for many decades has assisted the officers and members in promoting the rights, status, and careers of disabled persons in the workplace.

As the author of a memoir of her life in the disability civil rights movement, "Such a Pretty Girl," wheelchair user and Disability Pride Parade Grand Marshal Nadina LaSpina told July 14, 2019, Disability Pride Parade participants, including CWA Local 1180, "If we're happy to live our lives, it's in spite of all those who think disabled lives are not worth living! It's in spite of all the barriers. Did anybody check out the protest going on this morning against our inaccessible subway system? That's 29 years after the signing of the Americans with Disabilities Act...We endure and we persist, and some of us even thrive in spite of the injustice! Join us in our fight. We don't need sympathy, but we can use allies."

ADA architect Justin Dart has said, "Disability is just a normal part of the human experience, a common characteristic of a normal lifespan. We all have this body, made of flesh and blood, with bones that break and organs that fail. Oh, yes, it can happen. When you least expect it. Ours is a minority anyone can join. Most of us, if we live long enough, will experience disability. But if our bodies or if our brains do not work the same as other peoples', that does not make us less valuable as human beings."

No truer words can be spoken. Every American at some point could very well find themselves in the "people with disabilities" category, either short term or long term, as aging is part of the normal life cycle process.

"Those who think that addressing accessibility issues is not important are probably too young to realize that they will most likely find themselves facing mobility obstacles at some point in their lives," said Local 1180 President Gloria Middleton. ■

EDITOR'S NOTE: As this newsletter was going to press, the MTA announced a **\$51.5 billion plan** to fix New York City's transit woes. According to the *New York Daily News*, "New York City's transit network, neglected and underfunded for decades, is about to get an incredibly expensive shot in the arm."

"Metropolitan Transportation Authority officials laid out the broad strokes of a \$51.5 billion, five-year capital plan to quickly modernize the subway system, make 70 more subway stations accessible, and revolutionize the way people move throughout the region. The vast majority of the money, roughly \$40 billion, will go towards New York City Transit, including \$37.3 billion of which will be used to pay for subway projects.

"The next five-year plan will bring ramps or elevators to 66 new subway stations, and MTA leaders said they will begin work to make another four stations accessible by the end of 2019. Previous estimates only included 50 new accessible stations in the capital plan."

The disability community regards this MTA announcement as a victory in their struggle in the courts and in the streets. However, they are skeptical because of past broken promises by the MTA and NYC officials. They will continue their vigilant fight until every subway station and line has an elevator.



GLORIA MIDDLETON

President

Organized Labor Reaches Significant Milestone

They said it couldn't be done. The proponents of right to work legislation thought that labor was dead, or at least dying. However, as Labor Day 2019 approached, the labor movement actually reached a milestone that refuted all the rumors of our death — and that milestone is reason to celebrate.

According to a very recent Gallup poll, public support for unions has reached 64 percent. Let me tell you, that's a number no one ever thought we would ever achieve. The Gallup poll about public support for unions, which has been in existence since 1936, said, "the current 64 percent reading is one of the highest union approval ratings Gallup has recorded over the past fifty years."

While I found the entire Gallup poll interesting, here are three of the most encouraging facts:

- Sixty-four percent of Americans approve of labor unions, one of the highest approval ratings in the past 50 years — much higher than Trump's or Congress'.
- Young people overwhelmingly support unions. The younger the respondent, the more likely they were to have a positive view of unions, with 67 percent of people between ages 18 and 34 approving of unions.
- Union approval increased by 16-17 points across all political party lines

Now that we have made tremendous headway, our efforts need to continue. We need to make ourselves more visible to the broader public. They need to see us not as greedy takers, but as altruistic givers.

This Gallup survey comes on the heels of a 2018 study that found a growing number of Americans want to join a union, with nearly half of non-unionized workers saying they would join a union if they had the opportunity. While I know the benefits of belonging to a union, and our members know the value of unionization, the outside world often does not. Until now.

So many factors contribute to this favorable increase: the *Janus* Supreme Court case, stagnating wages, benefits erosion, the gig economy, the Trump administration, and the teachers' strikes.

Membership in both public and private unions is increasing. According to the New York City Central Labor Council, 24.5 percent of the workforce, covering both public and private sectors, is now unionized, up from 21.5 percent when it bottomed out in 2012 when labor was still feeling the impact of the national recession and a municipal hiring freeze in the city.

The bar was raised. We met it. Now it's time to raise that bar again. More workers need to belong to unions if they are going to have a better life. After all, that's what unions are all about. While public sector workers in New York typically belong to a union, we now need to do more outreach and education in the private sector. Our union, which is predominantly public, also represents more than a dozen private sector organizations. We have increased our outreach efforts in this space and are currently talking with several groups who understand that in order for them to get more, they need to unionize. If they want a voice, they need a voice — and that voice comes in the form of a union that has the power, strength, and backing to take on management, and win.

The *Janus v AFSCME* Supreme Court case was an attempt to undermine unions by taking away union dues and eradicating labor's power. It didn't work. In fact, in our union alone, everyone except for a handful has signed membership cards. What the case did do, however, was increase the conversation surrounding labor. More people were talking about the case, there was more media coverage of labor, and more Americans learned what the labor movement was all about.

You know what P. T. Barnum reputedly said about publicity? "There's no such thing as bad publicity." And he was right. No matter what was written or spoken about labor and unions, at least the movement was getting attention and forcing Americans across the board to ask questions. "What is a labor union? What do they do? Should I join one? Will a union help improve my lifestyle?" The answers to those questions contributed to the turning tide and the boost of unions' approval rating to 64 percent.

In addition, stagnating wages, benefits erosion, and the gig economy — while three different subjects — essentially all go hand in hand. Wages are not keeping up with inflation. The recession of 2007-2009 took its toll on Americans, many of whom have struggled ever since to make ends meet.

The number of two-income families is on the rise, and the number of Americans working two or more jobs to make ends meet is out of control. At the same time, employers are slashing benefits in order to increase profits, which in turn makes life even more difficult. And then there's the fact that more and more workers are holding down not one, not two, but multiple jobs. Deteriorating conditions alone, however, are not responsible for the upswing in union approval. People don't automatically warm up to unions just because their employers are treating them poorly. They have to be presented with a real alternative.

And that's what we have been doing quite successfully.

Another contributing factor is the teachers' strike wave that started in 2018. The strikes once again put unions in the news, and kept the conversation going. Unions were now more visible and relevant to large segments of the population for the first time in decades. "The strikes were successful at impressing on people that what's good for unions and workers is also good for students, parents, and the entire public," one reported said.

During the height of the teachers' strike wave, one of *Time* magazine's covers featured a portrait of a teacher overlaid with the words, "I have a master's degree, 16 years of experience, work two extra jobs, and donate plasma to pay the bills. I'm a teacher in America."

There lies the problem. So many of our members are in the same boat. Working multiple jobs takes its toll on personal health, family relationships, and overall wellbeing.

Now that we have made tremendous headway, our efforts need to continue. We need to make ourselves more visible to the broader public. They need to see us not as greedy takers, but as altruistic givers.

When union members do better, everyone does better. And that's the message we need to keep repeating. We don't just fight for ourselves — we fight for every worker in America. ■

GOOD DAY 1180

ROUNDTABLE



From left: Mary Mason, Local 1180 Retiree; Anthony Lewis, PAA and HRA Shop Steward; President Gloria Middleton, Moderator Dominic Carter, Political Commentator Verizon FiOS TV News and WABC Radio; Sharon Hepburn, Administrative Manager from the NYC Comptroller's Office; and Amanda Novello, Senior Economic Policy Associate from The Century Foundation.

VIDEO SERIES REACHES OUT TO MEMBERS

Last year's first Local 1180 town hall forum broadcast live on Facebook was a new and innovative way to reach out to members and address questions on the minds of so many both in the audience and those sending in comments via social media. In an effort to continue this ongoing outreach, President Gloria Middleton and four union members taped an eight-part series addressing topics from contract negotiations and the EEO case to millennials in politics and the upcoming census and immigration.

Mary Mason, a Local 1180 Retiree; Anthony Lewis, a PAA and HRA Shop Steward; Sharon Hepburn, an Administrative Manager from the NYC Comptroller's Office; and Amanda Novello, Senior Economic Policy Associate from The Century Foundation were the featured guests representing active and retired members, both male and female, from both the public and private sectors.

"These roundtable discussions were a great way to have member interaction and hear from those directly affected by the topics we discussed. Their input was extremely valuable and shed light on how some of today's most important issues impact them personally and professionally," said President Gloria Middleton.

Week one's segment, which just featured Middleton and Moderator Dominic Carter, a political commentator for Verizon FiOS TV News and WABC Radio, focused on the two most important topics at the time of the August 13 taping — a contract update and the status of the EEO case for Administrative Managers. The other seven segments, some of which have already been broadcast, focus on equal pay and salary ban (September 11), early voting (September 18), Cannabis in New York State (September 25), Women's Right to Choose (October 2), Census and Immigration (October 9), Millennials and Politics (October 16), and the Importance of Being Involved in a Union (October 23). All videos are posted weekly to the Local 1180 Youtube Channel at CWA Local 1180.

Middleton said that opening up conversations between members and the union that represents them holds tremendous value. Novello agrees.

"As a relatively new CWA member, and as a private sector shop member in a mostly public sector union, it was interesting to meet and be in conversation with everyone at the roundtable. It also felt like an important space was created to sit down and talk about real issues with people who experience them individually and as workers. I work in policy, where it's important to always be asking who is or will be impacted, and what those people think, so I really value conversations like that," she said.

Mason said that as the group's retiree, it was interesting to hear what the current workforce had to say. "I've been a lot of places and done a lot of things, but nothing more rewarding than sitting at the table with our president Gloria Middleton, the first black woman to hold that position," and engage in conversations of so much significance to working men and women not only in New York but across the country.

That sentiment was echoed by the series' moderator, Dominic Carter.

"As a journalist, I have covered New York City for 30 years, but being with Local 1180 for just one day was interesting, informative, and illustrated to me just why unions are relevant today more than ever. Frankly, in admiration, I learned how Local 1180 has not only fought the good fight on behalf of its members, but won," Carter said.

"Believe me, when I tell you that as a journalist, I am a skeptic at heart. That is my job. To look beneath the surface. But I watched and listened to four different people of your union genuinely praise the services Local 1180 offers its members. Quite honestly, I left inspired. What I took away is very clear: Local 1180 is in excellent hands under President Gloria Middleton," he continued.

"I have interviewed Nelson Mandela, Bill and Hillary Clinton, and every mayor of New York City going back to 1985, but it was the unassuming tenacity of President Middleton, with a smile, where she made it crystal clear — it's all about delivering for the membership. During my career, I have been dead-on accurate with numerous predictions. Well, here is another one. After meeting with President Middleton and union members, great, great things are ahead for Local 1180."

PAA Anthony Lewis said he was honored to participate in the roundtable discussion as it opened his eyes to more about the union than he already knew. "I became aware that the union doesn't just help with work-related issues; they are involved in a wide range of topics such as the ones discussed at this roundtable with Local 1180 President Middleton. With that, I'm committed to growing and participating in the union causes for fairness for everyone."

And that is the message Local 1180 hopes all members take away from the video series. "I found the open discussion engaging. It brings awareness to issues that exist but are not being talked about. The topics discussed are relevant to the issues that our members endure," Hepburn said. ■

Borough Community Coordinating Committee UPDATES

Brooklyn

By Hazel Worley, Committee Facilitator

The Brooklyn Community Coordinating Committee held its last meeting for the season on June 10, 2019. Committee Chair Verna Finley commenced the meeting by welcoming new members and addressing ongoing efforts to get members to become team leaders and represent the committee when visiting elected officials.

Finley highlighted the committee's involvement in union actions and acknowledged members for their involvement in rallying for NYC Council Bill 633, on Equal Pay Day, for representing the local at events with City Council members, mobilizing for politicians like Jamaane Williams, Letitia James, and Farah N. Louis, and phone banking and leafleting for Senator John Liu. Several committee members became Community Board members in their respective communities, while others served dinner to seniors citizens on Thanksgiving Day, while others volunteered with the 79 Precinct in their toy giveaway.

The June meeting concluded with a game night. Committee Facilitator, Executive Board Member Hazel O. Worley, created games that had members competing for not only prizes but to earn several titles and bragging rights for being known as the union's best. The first game was Bingo, which brought out the best in some members as they strategized together to secretly answer the questions. The game left Finley and Recording Secretary Norma Lynch stuck trying to get the right answer. The second game was "Celebrations." The objective was to identify committee members in the following categories: New Editions (anyone who became a mom, dad, grandparent, great grandmother, aunt, or great aunt/uncle), new accomplishment (anyone who had a new job, promotion, graduated from

college), or new chapter (anyone retired, has their driver's license, or a new home owner). Door prizes were handed out to the first person and last person to sign in that night. There were also special prizes given to Rita Richards, who is always late to the meeting (she has a long commute), but is dedicated and always brings excitement when she arrives; to Sylvia Williams, who doesn't live in Brooklyn but is committed to the Brooklyn committee; and to the newest member to the meeting, and the youngest and oldest City workers.

A prize was also given to the oldest woman at the meeting, Marilyn Gipson who, along with her union sisters, had no shame in revealing their ages. Homage was also paid to two of the most dedicated and committed retirees — Helen Porter and Annie Stevenson.

The Honorable Brooklyn Borough President Eric L. Adams stopped by to talk about what's happening in the borough and how important it is for Local 1180 to stay involved. BCC. Committee members were asked to stay involved during the summer break by attending community events and to be prepared to return back in September fully energized. ■



Top row: Sylvia Williams. Second row: Helen Porer and Annie Stevenson; Rita Richards; Committee Chair Verna Finley and Co-Chair Norma Lynch; and Borough President Eric Adams with Executive Board Member Hazel O. Worley. Bottom row: Committee members playing games; Lazlo Szekely, newest NYC employee; and Carmen Carter, June Bryant, Marilyn Gipson, and Regina Kelly.

REMAINING 2019 BROOKLYN BCCC MEETINGS: OCTOBER 7, NOVEMBER 4, DECEMBER 9

When the BED BUGS BITE

By Marci Rosenblum
Local 1180 Communications Director

Good night. Sleep tight. Don't let the bedbugs bite.

Many of us grew up hearing this from our mothers as we crawled into bed at the end of a long day. What we probably did not know was that this children's nursery rhyme dates back to 1881 and actually ends with "But if they do, then take your shoe and hit them til they're black and blue."

Now, as adults, the mere mention of bedbugs can send us into crazy fits of scratching. Clobbering them with a shoe, although fitting as a rhyme, won't actually solve the bedbug dilemma at all as the tiny, asexual creatures can lay up to seven eggs a day, 40 every two weeks. That's why having bedbugs is often referred to as an infestation. These critters have been tormenting sleepers for thousands of years and have become a common scourge in New York City.

Bedbugs are small insects that feed on blood from humans or animals. They can live in beds, furniture, carpet, clothing, and other belongings. Bedbugs are most active at night, feeding on people as they sleep because it takes them anywhere from three to 10 minutes to get a gobble down a full meal of your blood. Bedbugs are typically no larger than one quarter of an inch. They're flat, oval-shaped, and reddish-brown in color. They rely on animals or humans to carry them from one place to another and are found in virtually every place people tend to gather, including residences, hotels, schools, offices, retail stores ... and even public transportation.

And that's the problem. Bedbugs can be found any place. There's virtually no way to avoid them. Once they latch onto your warm body, they are your travel buddy.

Bedbugs are not anyone's fault. Major bedbug infestations are occurring everywhere, including the wealthiest neighborhoods, and they have nothing to do with being "dirty." Bedbugs don't care whether your house is totally unkempt or as neat as a pin; they're only interested in the presence of humans to feed on.

In fact, some of the biggest business names in New York City have had to deal with bedbugs at one time or another, including Niketown, Google, Bloomingdale's, the *Wall Street Journal*, Hollister, Victoria's Secret, and even the Empire State Building. In fact, the MTA last year pulled a half dozen city buses off the road because of concern about the blood-suckers being on board.

"Bedbugs can invade a home at any time. It has nothing to do with cleanliness, socio-economic status, or where you live," said Local 1180 Staff Representative Teesha Foreman. "Bedbugs do not discriminate. They simply attach themselves to any warm environment they can find and then multiply at the speed of light."

Although bedbug bites are rarely dangerous, they can be very itchy, become infected, or cause an allergic reaction. No matter what, City agencies and the union take bedbug problems very seriously as the minuscule insects can cause enormous headaches.

Foreman said that when any City agency hears about a bedbug situation at work, they first clean the area, then relocate the worker to a different location in order to determine the source of the bedbugs. Once identified, the City will ask the worker to arrange for a certified home inspection to locate and eradicate the bedbugs. Given the rapidity with which the bugs reproduce, every day workers put off getting help will only multiply the severity of the problem.

In order for any City employee to be cleared to return to work, they must hire a **certified** inspection company, which can cost upward of thousands of dollars depending on the severity of the infestation and the size of the residence. The New York City area has more than 1,000 pest control companies and thousands of licensed pest management professionals. However, to get rid of bed bugs, you must choose the right company, be clear about what needs to be done, and monitor the service.

However, workers can contact the New York City Office of Housing and Preservation Development (HPD), which will schedule an inspection free of charge for City residents.

New York City isn't actually the worst place in the country for bedbugs, but it is no. 2, according to the pest control company Terminix, which released its 2019 report on June 3. Out of the nation's 50 worst cities, the Big Apple was outdone only by Philadelphia. New York City's HPD tracks the numbers of bedbug violations every year, too, and from July 1, 2018, to April 30, 2019, they issued 1,178 violations throughout the five boroughs. According to another report, the highest rates of violations were found in Flatbush, West Harlem, and Morrisania.



What To Do & Know If You Find Bedbugs

Now that you are scratching your way through this article, it's important to know how a professional will deal with bedbugs if you have them.

One of the initial tasks of control is an inspection to locate where the pests are hiding and determine the degree of infestation that in turn determines the treatment protocol. Most pest management professionals use a combination of treatment methods such as steam heat, freezing, and pesticides, which are selected and applied carefully according to specific circumstances. Treatments may also include strategies to manage pests such as sealing cracks and crevices where they may hide, and modifying windows and doors to prevent pests from entering dwellings. Professional exterminators are trained and licensed in pesticide application to ensure safety of occupants and effectiveness of controlling these pests. Once the inspection has been completed, the exterminator will perform the initial treatment, instruct the occupant on encasing the mattress or removing excessive clutter from the area, and provide instructions about proper laundering of bedding. The exterminator will then return for a follow-up inspection about two to three weeks later and if more bugs are found, will treat the area again. There are also some exterminating companies that use dogs who are trained specifically to sniff out adult bedbugs and their eggs.

Foreman said that oftentimes those with bedbug situations will put off getting help with a known problem because of the stigma associated with the pesky bugs. However, you might be surprised to know how many other people have bedbugs, or have had them, too.

Once a treatment professional gives the "all clear," City workers will need to submit that written notification to their employer and union prior to being able to return to the job. For some, this could be a matter of weeks; for others, several months, which is why Foreman reiterates the urgency in tackling the problem as quickly as it's discovered.

So how do you know if you even have bedbugs? Your first clue that they might be running rampant in your residence is multiple bites that appear to show and possibly itch. Bedbug bites range from small red pinpricks to large inflamed welts, and often resemble mosquito, spider, or mite bites. Because bedbugs like to cluster together and prefer to stay close to their food source, you may be able to find them in and around a bed they've infested, especially in the seams and tufts of mattresses, in the box spring, around the headboard or footboard, or in the bed's structure. They often leave evidence of their presence where you can see it — tiny, dark-red feces, eggs, dead bedbugs, and the cast-off skins that nymphs leave behind when they grow to a larger size. Bedbugs that have been crushed during the night by a restless sleeper can leave bloodstains on the sheets. Bed bugs can also hide in electrical switch plates, picture frames, wallpaper, and nearly anywhere inside a home, car, bus, or other shelter.

"Encountering bedbugs is never a pleasant experience, and there are many unexpected places for them to hide," Foreman said. "The worst thing anyone can do is try to cover up the problem because one way or another it's bound to surface. After all, if you have bedbugs at home and they are on your clothes, you will be bringing them to work. It's important to make sure that everyone understands there is nothing to be ashamed of as bedbugs do not differentiate between color of your skin, the amount of money in your wallet, or which borough you live in." ■

- 1. Advise your landlord of the problem, preferably in writing, and keep a copy for your records, along with verification it was mailed**
- 2. Find a certified company and arrange an inspection**
- 3. Call your union rep immediately**
- 4. If you get no response, report the problem using the Bed Bug Complaint Form. You can call 311 to report bedbugs in day care centers, NYC public schools, CUNY colleges, and subways. To report bedbugs in public housing, residents can call the Customer Contact Center at 718.707.7771**
- 5. For New York tenants, the right to a bedbug-free environment is included in the City's housing and maintenance code, which specifically names bedbugs in the list of insects the landlord is legally obligated to eradicate**
- 6. The NYC Department of Housing Preservation and Development (HPD) lists bedbugs as a Class B violation, which means that they are considered hazardous and the landlord has 30 days to correct the problem. The landlord must eradicate the infestation and keep affected units from getting reinfested**
- 7. If your landlord refuses to take the necessary steps, you can file a complaint with HPD (call 311) or take the owner to Housing Court in an HP action; you can also file a complaint with the NYS Division of Housing and Community Renewal (if you are a rent-regulated tenant)**

For More Information on What to do if You Find Bedbugs in Your Home

metcouncilonhousing.org/help_and_answers/bedbugs#answer01

www1.nyc.gov/site/doh/health/health-topics/bedbugs.page



MEMBERS IN ACTION

Bronx Community Engagement



The 12th District Community Engagement Day on August 3 was a way for residents to come out and show their support for their hometown community. Good Neighbors Community Outreach Agency and Councilmember Andy King of the 12th District are the annual sponsors of the event that includes a parade, concert, food, cultural expressions, and activities for all ages. Local 1180 Member-at-Large Hilary Bloomfield was the parade's Grand Marshal. A large number of services were provided, including healthcare, immigration, legal and social services, food, and clothing distribution. Top left photo: Local 1180 member Janice Walcott, Councilman Andy King, Local 1180 Member-at-Large Hilary Bloomfield, Congressman Eliot Engel, and Alonzo Decastro. Middle photo: Local 1180 Member-at-Large Lenora Smith with Councilman Andy King. Right photo: Grand Marshal Hilary Bloomfield. ■

Senator's Block Party



New York State Senator Zellnor Myrie held his first Back to School Block Party where he honored several community groups and activists for "outstanding contributions to Brooklyn and the Empire State." Deborah Valentin from Local 1180 represented the union and accepted the Certificate of Appreciation. ■

Tour de Flushing



Local 1180 Shop Steward Phillip Tavada met up with NYS Senator John Liu at the annual Tour de Flushing bike ride. Tavada first met Senator Liu in September 2018 when he volunteered on the John Liu for Senator campaign. Tour de Flushing is a family-friendly bicycle exploration of the Queens community. The event is co-hosted by Transportation Alternatives Eastern Queens Committee, Greater Flushing Chamber of Commerce, and Eastern Queens Greenway, and is a way of showing the cycling potential of beautiful Eastern Queens. ■

Celebrating the IDC Defeat

State Senator Robert Jackson hosted the one-year-anniversary of the people-powered defeat of the Independent Democratic Conference (IDC) on September 16, 2019. Senators Jessica Ramos, Angela May, John C. Liu, Julia Salazar, Zellnor Myrie and Alessandra Biaggi came out to celebrate. Pictured from left: Helen S. Jarrett, Local 1180 Mobilizing Coordinator & Executive Board Member; President Gloria Middleton; Executive Board member Hilary Bloomfield; Senator Jackson; Local 1180 Legislative Director John O'Malley; Organizing Coordinator Deborah Valentin; District 1 Deputy Political Director Becca Miller; and CWA Local 1101 Chief Steward Christopher Smyth. ■



Lourdes Acevedo Honored



The New York League of Puerto Rican Women this year honored Local 1180 Recording Secretary Lourdes Acevedo at its annual scholarship gala on August 29. The League is a not-for-profit organization whose mission is the advancement of Puerto Rican/Hispanic women through higher education. Marking the special occasion with Acevedo were Member-at-Large Denise Gilliam, Secretary-Treasurer Robin Blair-Batte, Member-at-Large Hazel O. Worley, Acevedo's husband Robert and son Robert, Jr., President Gloria Middleton, Members-at-Large Debra Paylor, Helen S. Jarrett, and Lenora Smith, and former Member-at-Large Charles Garcia. ■



Disability Pride Parade

CWA Local 1180 members marched in this year's Disability Pride Parade on July 14. The parade helps promote inclusion, awareness, and visibility of people with disabilities, and redefines public perception of disability. Local 1180 was represented by Rhonda Healey, Sarah Wong, Edward Yood (Chair, People with Disabilities Committee), Mike Pricoli, Otissa Dillard, and Alfonso Davis (Local 1180 staff member). They were joined by Denise Jackson, a retired DC 37 member who is very active with the Committee. ■

Labor Day Parade

This year's New York City Central Labor Council Labor Day Parade on September 7 brought out thousands of hardworking men and women from 150 labor unions and worker advocacy groups to show solidarity for labor workers in New York City, the country, and across the world. Secretary-Treasurer of the American Federation of Labor Elizabeth Shuler was the grand marshal for the parade that stepped off at 44th Street and Fifth Avenue and traveled along Fifth Avenue to 67th Street. Left photo, a part of Local 1180's large contingent gathered for a photo. Top right photo: Staff Rep Lena Solow, Sara Nelson (president of AFA-CWA and ascendant labor superstar), Ramzi Babouder-Matta (OSF Shop steward), Organizing Coordinator Leslie Fine, and Shop Steward Debra Busacco-Parker show their union pride. Bottom right photo: Labor trailblazers, Local 1180 President Gloria Middleton with CWA-AFA President Sarah Nelson. ■



MEMBERS IN ACTION

Health Fairs Around the City

Health Fairs run by H+H and held at facilities throughout the City during August and September gave Local 1180 the chance to set up tables and talk to members about better health, and the union's health benefits, providers, and services. The union uses the health fairs as another way to reach out to members and share information about important benefits, programs, and initiatives. This year there were 16 health fairs that hundreds of members took the time to visit. ■



Proud to be Puerto Rican



This year's Puerto Rican Day Parade on June 9 featured Ricky Martin as the Grand Marshal, and brought together thousands of New Yorkers and labor unions all showing their support. The goal of the parade is to create an awareness and appreciation of the Puerto Rican culture and its contribution to the United States. At left: Staff Reps Teesha Foreman, Gregory Smith, and Desiree Waters. At right: Local 1180 members getting ready to march. ■

Summer School for Women

Four Local 1180 women attended this year's United Association of Labor's Educations (UALE) Northeast Summer School for Women in Unions and Work Organizations. The five-day program at Hofstra University. Shop Steward Debra Busacco-Parker, Staff Rep Teesha Foreman, Organizing Coordinator Leslie Fine, and Organizing Coordinator Deborah Valentin joined with women from other unions and organizations for the program that helps women become better leaders by focusing on skill-building, leadership, networking, and educational programs to train and empower women to take on leadership roles in labor organizations. The themes, topics, workshops, and panels spoke to the urgency for gender equality in leadership, solidarity, and movement-building creativity. It's time for a renewed commitment to developing our next generation of leaders. ■



One of Labor's Power Players



Keeping the labor movement active and energetic are an array of impressive individuals who are fighting for their members while adapting to the changing political environment and adjusting their tactics to meet new threats. Bolstering their cause are elected officials, activists, academics and other allies advocating for workers. In City & State's inaugural Labor Power 100, the most noteworthy figures on the front lines in New York were recognized, and Local 1180 President Gloria Middleton was one of those outstanding leaders. The Labor Power 100 list was compiled with input from insiders and experts. Joining Middleton at the event in photo above left: Executive Board members Hazel O. Worley, Venus Williams, Debra Paylor, Denise Gilliam, and Hilary Bloomfield, Second Vice President Gerald Brown, and Secretary-Treasurer Robin Blair-Batte. In right photo: Middleton with a few of the honorees. ■

MEMBERS IN ACTION

Excellence in the African American Community



This year's African American Day Parade on September 15 focused on the theme of "Integrity and Transparency = Good Government" and honored individuals and organizations that have made key contributions to furthering the dignity, determination, and excellence of the African American Community through both politics and government. This 50th annual event in Harlem brought together dozens of Local 1180 members who came out to show support. The African American Day Parade was founded in 1968. Top row from left: the 1180 crew; Secretary-Treasurer Robin Blair-Batte with Hot 97 DJ; Rosie Roman (Administrative Manager and Staten Island Borough Coordinating Committee Chair) with her sister. Bottom row from left: Staff Reps Teesha Foreman, Gregory Smith, and Lena Solow; the men at the parade. ■



Middleton Testifies on Pay Equity



President Gloria Middleton testified on September 19, 2019 at the Pay Equity Public Hearing with the Commission on Gender Equity partnering with the Commission of Human Rights, Department of Consumer and Worker Protection, and the New York City Bar.

Administrative Managers attending the hearing from left: Helen S. Jarrett (CWA), Donald Everett (Department of Design & Construction), Rosario Roman (Housing Preservation & Development), Lauren Antoine (New York Housing Authority), Deborah Valentin (CWA), Veronica Windley (Department of Buildings), Sharon Hepburn (Office of the Comptroller), Carmen Carter (Department of Citywide Services), Celeste Cicillini (Law Department), President Gloria Middleton (CWA); and Phillip Tavada (Housing Preservation & Development).

Bottom photo: President Middleton is one of dozens of speakers testifying about the importance of pay equity. "I am here today to speak about pay equity – making sure that ALL City workers – especially women and minorities – receive the compensation they are entitled to for the work they do. We all know that salaries and compensation packages should not be tied to the color of your skin...your gender...your sexual orientation...or your religion. They simply and clearly should be in direct correlation to the work expected of you in your given title, and nothing else. In other words, a black female doing similar work to a white male should be paid equally. That's just common sense. But in New York City, the most progressive City in America, that common sense was nowhere to be found," she said before the panelists. ■



GERALD BROWN

Second Vice President

Become Involved With Your Union

A union's strength is enhanced by membership participation in the programs and activities of the Local. At 1180, we have many areas where members can lend their support. With 9,000 active members, our recruiting efforts for member participation are ongoing throughout the year.

Workplace Involvement: Consider becoming a Shop Steward at your workplace. By doing so, your primary responsibility is that of becoming an anchor to improve and maintain effective enforcement of the contract in the workplace. Workplace involvement also includes workplace activist. This is a person who may not be a Shop Steward, but assists in promoting the programs and activities of the Union in the workplace.

Community Activism Involvement: Consider becoming an 1180 Community Activist and joining one of the Union's five CWA Local 1180 Borough Community Coordinating Committees.

The Committees promote the agenda of the Union in each borough, helping to enrich the lives of CWA Local 1180 members not only where they work, but where they live. A listing of the Borough committees and chairs can be found in each issue of the

Communique and on our website at www.cwa1180.org

Committee Involvement: Become involved by joining one of the Union's 10 committees, which are open to all members. Committees and chairs, along with their contact information, can be found in each issue of the *Communique* and online at www.cwa1180.org.

Education Programs: Become involved by furthering your education and sharpening your skills. The Union offers 10 different programs to help you further your education and enhance your knowledge. You can visit our website to learn more about the programs.

Ad Hoc Programs: Throughout the year, the Union participates in many ad hoc programs where people come together to perform a single task rather than an ongoing activity. The programs are usually advertised in the form of email blasts to the membership.

Annual Activity Involvement: Become involved with one of our successful, annual events. Join us for Lobby Day at the NYS Capital in Albany, usually in the month of March. More than 100 members typically attend. At the event, members have an opportunity to discuss our legislative agenda with

New York State legislators in both the Assembly and the Senate. Members also begin to develop relationships with their elected officials, which proves beneficial when they are back home in their Assembly and Senate districts. Another important annual event is the annual NYC Central Labor Council Parade that gives members an opportunity to show labor pride and union solidarity.

General Membership Meetings: You can become involved by attending the Union's General Membership meetings. There are eight annual meetings in the months of January, February, March, April, May, September, October, and November. The meetings are informative and give participants an overall update on the operations and programs of the Union.

Finally, you may follow us on various forms of social media (see page 25), by visiting our website at www.cwa1180.org, and by reading the quarterly issue of the *Communique*.

Hopefully, you will find a way to become involved in our Union. We look forward to seeing you at one or more of our many activities. ■

Open Enrollment for Dental Insurance

BOARD OF TRUSTEES ADDS TWO ADDITIONAL PLANS TO CURRENT OPTIONS



The CWA Local 1180 Benefits Fund Dental Plan Open Enrollment Period is from Tuesday, October 1, 2019 through Friday, November 29, 2019.

The Board of Trustees has added two additional plans to your current options of **Dentcare Dental Plan** and the **Fund Scheduled Dental Plan**. The new additions are **Empire BC/BS XPO Dental and Emblem Preferred Dental**. Changes in your dental plan coverage will be effective Wednesday, January 1, 2020.

Members will receive their welcoming letter with more details, prior to the start of the open enrollment period. If you do not receive a letter, please contact the Benefits Fund. More details about all four plans can be found on the Local 1180 website at www.cwa1180.org

NYC HEALTH INSURANCE PLAN OPEN ENROLLMENT FOR ACTIVE MEMBERS IS MONTH OF NOVEMBER

The annual health insurance coverage transfer period for **ACTIVE MEMBERS is November 1-30, 2019**. During this period, members may transfer from their present health plan into another City health plan, and add or drop optional rider coverage to a present plan. This annual transfer period is your only opportunity to elect changes in your health insurance coverage outside of births, adoptions, divorce, or marriage. **This benefit comes from New York City, NOT the union, so we have no information on the plan options.** Check your mail for information from the City about the plans and how to switch to a different one if you choose. If you miss this opportunity, you will have to wait another year.

Annual 1180 BBQ

a **HUGE** Success

CWA Local 1180's annual BBQ on August 31 was a day that members, family, and friends once again spent at the famous Holiday Hills in Cheshire, CT. The all-day event facilitated by Executive Board Member Hazel O. Worley. Active and retired members enjoyed themselves with a multitude of activities provided by park staff, the house DJ who kept the dance floor moving with attendees showing off their dance moves, water that was just right for those taking a dip in the pool, and fish ready to bite for passionate fishermen and women.

Competitive guests participated in the hoola hoop competition, limbo dancing, sack race, and egg contest, with some leaving with egg on their faces. There was also a water ball contest that cooled off those who missed the catch, and of course, the more serious basketball game — the most hyped event in the park. For the more chilled guests, the serenity of the park was available for a nature walk or a canoe ride, and plenty of table games.

CWA member Marie Fontaine said, "I am shocked that I took for granted how awesome this outing would be. For so many years, Ms. Worley encouraged me to come on the trip but I didn't want to go alone. However, this year I took on the challenge and decided to go. I had the most amazing time from start to finish. I was even introduced to a native sister of mine, Marie Guery, who shares the same first name as me and it was amazing. I've already marked my calendar for next year's event on September 5."

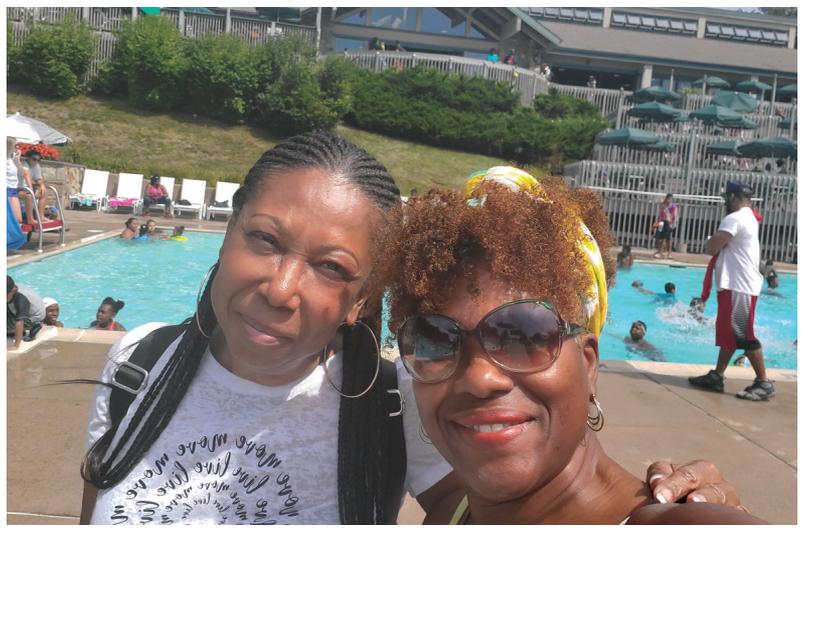
Preparing, planning, and organizing this type of day for Local 1180 members begins shortly after the previous event ends. Worley offered a big thank you to two behind-the-scenes helpers whose contributions made this year's BBQ a huge success — staff member Jennifer Callendar and Staff Representative Teesha Foreman.

Special thanks to the faithful, dedicated, and devoted bus captains: Denise Gibson, Carol Griffith, Josephine Artis, Kerri McManhan-Jones, Debera Tyndall, Dereese Frierson, Josephine Artis, Jennifer Callendar, Regina Kelly, Nettie Gandison, Sherry Davis, and Executive Board Members Denise Gilliam and Helen S. Jarrett; and to this year's new bus captains: Kathryn Taylor-Davison, Roxanne Jones, Regina Wilkerson, and Lawan Lawson.

"This day couldn't have been successful without the true dedication and teamwork of everyone involved," Worley said. "I have received many accolades from members, staff, and President Gloria Middleton for the great job we all did this year. Kudos to each one of you for rising to the occasion."

Mark your calendar for September 5, 2020, when we will be celebrating our 25th Anniversary BBQ at Holiday Hills. ■





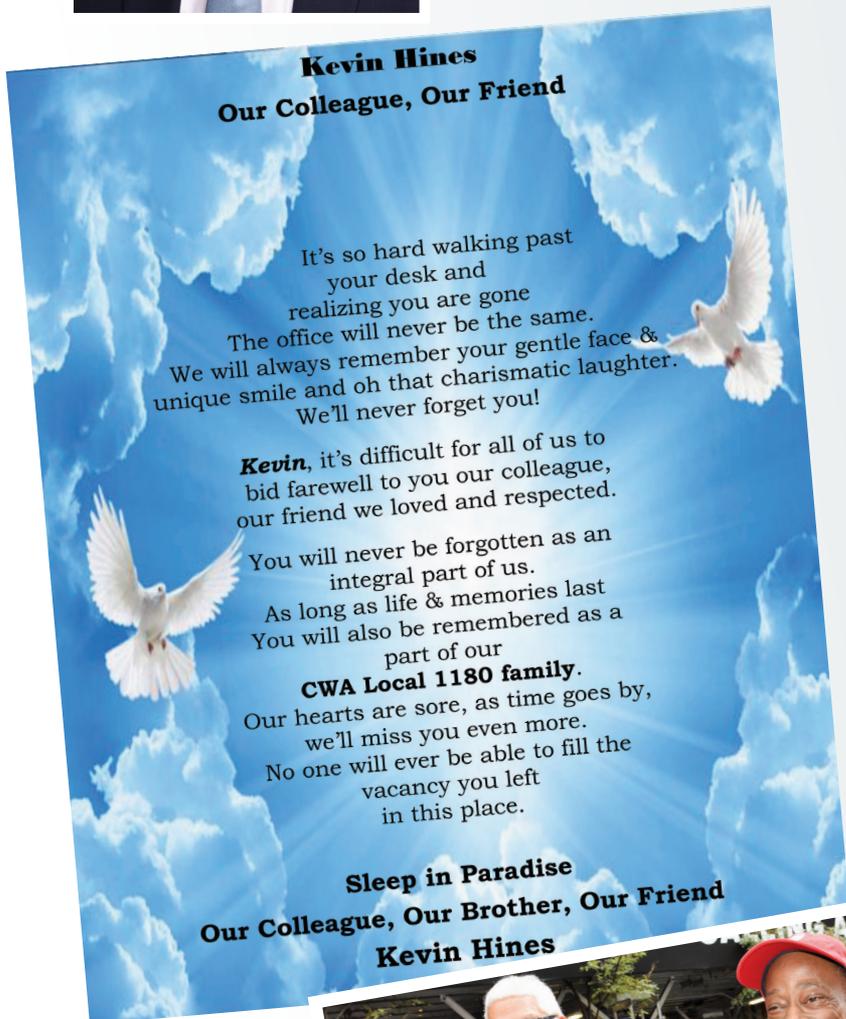


UNION MOURNS THE LOSS OF

Kevin Hines

Local 1180 Staff Representative
February 20, 1962 - July 22, 2019

A CONTAGIOUS SMILE; A BIG HEART



Local 1180 lost a true family member with the sudden passing of Staff Representative Kevin Hines earlier this summer on July 22.

"We were all in shock," said President Gloria Middleton, who, along with the remainder of the Executive Board, was away representing the local at the CWA National Convention at the time. "There were no words to express how we all felt when we received the news, other than speechless."

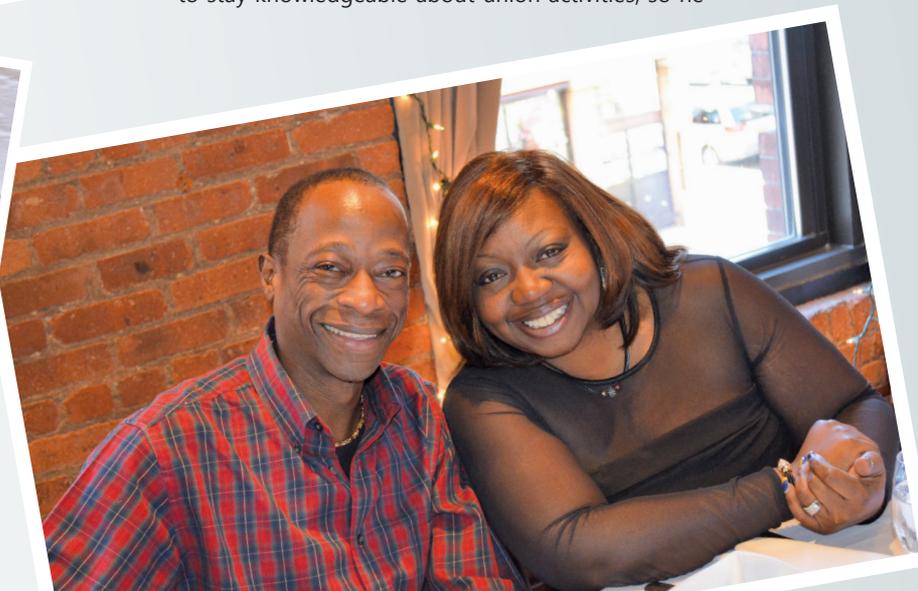
Middleton said that not only was Kevin a great Staff Representative, diligently serving the members of Local 1180 and giving it his all, but he was a friend, a team player, and an all-around genuinely nice person.

"He always had a bright smile on his face, laughter to share, and advice to offer. He was always one of the first to offer assistance to any member regardless of whether he represented that work facility."

Not only did members speak fondly about Kevin and the work he did to help them, so did his Local 1180 Staff Representative co-workers and friends.

"You always stood out by your charismatic character and your big heart. Those of us who got to know you and work with you were very blessed for having crossed paths with you," said Rep Teesha Foreman. "I miss so many things about you. Competing for the lowest membership card count at the staff meetings is on the top of the list, but your big, beautiful smile and your hearty laughter follow a close second. Most of all I miss our conversations over our cubicle walls where we would talk music, finances, members, or just life in general. Just writing this is bringing tears to my eyes. I miss you so much Kev! Continue to watch over us," Foreman said.

Kevin was a Staff Representative for CWA Local 1180 since 2013, and was an employee of the City of New York for 33 years. He began his City employment with the Human Resources Administration in November 1986 as an Eligibility Specialist. Two years later, in January 1989, he began to supervise when he was a Principal Administrative Associate. After attending many General Membership Meetings and getting involved with Local 1180, he saw a need for other members to stay knowledgeable about union activities, so he



MEMORIAM IN MEMORIAM IN MEMORIAM



Dwight Kearns

Former Local 1180 Benefits Administrator
November 30, 1941 - July 16, 2019

HIS GENEROSITY WAS LARGER THAN LIFE

Local 1180 lost its long-time Benefits Administrator Dwight R. Kearns, who passed away on July 16, 2019. While Dwight had retired 18 months prior, President Gloria Middleton said his 20 years of service to the union would always be remembered.

"Dwight was an exceptional person whose generosity was larger than life," Middleton said. "He was always smiling, offering to lend a hand, and full of compliments for everyone he saw. While he was missed when he retired, we are all happy to know that he got to spend some quality time with his daughters prior to his passing."

In addition to working with the union for two decades, Kearns was with the NYC Department of Education for more than 30 years. He was raised in Brooklyn and lived in upstate Congers. Dwight is survived by his two daughters, Leslie Kearns and Alison Ledden. He was predeceased by his wife, Mary.

Middleton said there would be no one more fitting to talk about Kearns than one of his daughters, Alison, who said the following about her father:

"Kind. Smart. Funny. Generous. Dapper. Charming. Fun and Helpful. These are just some of the words that come to mind when I think of my father. He was many things to many people. He was a husband, a father, a brother, a boss, a neighbor, and a friend to many. Always ready to lend a helping hand or go out of his way. Never would you think anything was an inconvenience."

"My father loved many things. He loved my mother and has missed her more than words can say. He loved my sister and I. Dad also loved his work. He recently told me that he never thought of it as work because he enjoyed showing up everyday. He said, 'It's not work if you love it.' Anyone who knew him knew you could often hear him coming by his whistle — the sign of a happy life. He loved suspenders and wingtips and always had a distinguished appearance. A starched white shirt and tie were part of the classic attire that was his signature style."

"His generosity was larger than life. He gave freely, often infuriating my mother. 'It's only money' was one of his famous sayings. He reminded me to 'never worry and never hurry.' I got through college with the sage advice of 'every project is just a series of smaller projects' and he reminded me in his calm way to just finish one thing at a time. His sayings were endless, as were his well-timed jokes."

"I cannot imagine asking for a better father. He was a man of integrity and decency. Leading by example, he taught me how to be a good person. I remember dad bringing me into his office when I was little. He would introduce me to everyone. We stopped at all the desks and he shared their stories as we made our rounds. He knew the names of their children, where they lived, hobbies they had. He made people feel important, which is why everyone always gravitated toward him."

"Dad passed away on his own terms, the same way he lived his life. I admire him for his bravery and steadfastness."

"Not many stars shine as bright as my father. He inspired strength and laughter. He had a positive impact on so many of the lives he touched. We're all better off for having known him. Words cannot express how very much he will be missed. Just as my father kept the memories alive of the people he held dear by telling stories about their lives, I will do the same for him. The stories are many. Let's share them and remember he was big on hellos, not on goodbyes." ■

ran for Shop Steward and was elected. This was a position he held for six years before becoming a full-time Staff Representative.

Kevin participated in Runaway Inequality Training, and received his certificate for the first year of the 2010 Clara L. Allen Leadership School. He graduated from the NYS AFL-CIO/Cornell ILR Union Leadership Institute and the Cornell University Advance labor leadership program.

In the January-March 2017 Communique, Kevin was quoted as saying, "The most rewarding aspect of being a Staff Representative is helping our members with the many issues they face from day to day, especially at a labor-management meeting. At the end of the day, I find that there is often a communication problem between management and labor. The spark that keeps me going is when a member or manager writes a note to simply say 'thank you for your help.'"

Kevin always said that one of the great joys of being a Staff Representative was his being able to help members. Kevin, you did your job well. ■

RETIREE REPORT

SUMMER TIME OUT & ABOUT



The weather this summer turned out to be a great advantage for the Retiree Division picnic on August 28 at Black Bear Lake in Millstone, NJ. CWA 1180 retirees, their families, and friends came out for the annual event to once again partake in a fun-filled day of swimming, pedal boating, fishing, corn hole, tennis, and arts and crafts. This year, there were two, new events — a caricaturist and henna tattoos.

Busloads of more than 300 enthusiastic retirees looked forward to the day that also included a wonderful, all-you-can-eat barbeque, ice cream, cake, donuts, coffee, and plenty of cool refreshments, too. For those who felt they couldn't walk around the gorgeous grounds, there were golf carts available for driving pleasure.

The picnic was part of a summerlong series of food, fun, and festivals that included an indoor BBQ, tickets to the Broadway Show "The Prom", lunch at Bubba Gump Shrimp Co., a trip to the Dutchess County Fair in Rhinebeck, Make Your Own Sundae Day (aka "Sundae Monday"), lunch at Teloache Mexican Restaurant, Dessert Club at Ferrara's Bakery in Little Italy, a day at the Staten Island Yankees, and a four-day trip to Maine, where retirees toured the towns of Kennebunkport, Boothbay Harbour, and Portland by water ferry and bus, shopped endlessly at the outlets in Freeport (think LL Bean), and enjoyed a real lobster bake! They toured mansions in Roslyn and Sleepy Hollow, saw the sights of New Caanan, CT, and the mountains and zoo at Bear Mountain. Local 1180 retirees stand by their motto, "We Do it All!" ■





UPDATE YOUR CONTACT INFORMATION

All retirees received an Update Your Contact Information form with the September Retiree Newsletter mailing. 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 <https://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

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

March 21, 2019

Meeting called to order at 6:25 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, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Gregory Smith, Member-at-Large

Minutes of the February 28, 2019, meeting were tabled until the next Executive Board meeting.

President's Report

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

March 2, 2019 — Attended the Howard University School of Law corporation panel for third year law students. Out of 21 students, only six were men. They were interested in labor law and history.

March 4, 2019 — Attended the AFL-CIO Labor Breakfast for the NYS Senate, accompanied by Second Vice President Gerald Brown and Legislative Coordinator John O'Malley.

March 6, 2019 — Held a conference call regarding the selection of a law firm responsible for handling CWA Local 1180 joint venture legal matters regarding 6 Harrison Street.

March 7, 2019 — Held a CWA Local 1180 employees' pension fund meeting. Later that day, held a collective bargaining numbers meeting with Allen Brawer. That evening, chaired the Bargaining Committee meeting, presented upcoming bargaining demands, and reviewed protocols for presenting demands at the table.

March 8, 2019 — Met with Micki Siegal, CWA District 1 Safety and Health Coordinator, to identify Local 1180 members who worked south of Houston Street after the 9/11 attacks in order to help them apply for the Victim Compensation Fund. These members may be eligible for reparation through the 9/11 WTC Victim Compensation Fund. Members who worked in the vicinity of the World Trade Center after the towers fell and were exposed to toxic dust/fumes related to the crash sites are showing medical symptoms such as asthma and cancer that are directly linked to exposure. That afternoon, she discussed the upcoming Shop Steward Conference agenda with Secretary-Treasurer Robin Blair-Batte and Staff Representatives Desiree Waters and Teesha Foreman.

March 11, 2019 — Attended the DDC Safety and Health Committee Meeting for the upcoming 2019 Albany Lobby Day. Later that day, attended a meet and greet with Rene Campion, Office of Labor Relations Commissioner.

March 12, 2019 — Attended the annual CWA District 1 Albany Lobby Day accompanied by CWA Local 1180 officers, staff representatives, and members. It was a great turnout.

March 13, 2019 — Met with Sullivan and Worchester LLP and with Delbello, Donnellan, Weingarten, Wise and Wiederkeher, LLP law firms and CWA Local 1180 Trustees to represent CWA Local 1180 in legal matters pertaining to the joint venture.

March 15, 2019 — Held a political action conference call with Second Vice President Gerald Brown, Legislative Coordinator John T. O'Malley, and Consultant Sebastian Levinson.

March 18, 2019 — Met with Daniel Pollak, Assistant Commissioner of the Office of Labor Relations, and the CWA Local 1180 PAA et al Bargaining Committee to discuss bargaining demands. Two bargaining committees will be formed: one representing Department of Education members, and one representing CWA Local 1180 members represented by the PAA

et al contract. Later that day, she met with NYC Council Member Helen Rosenthal to discuss women's issues in city government.

March 19, 2019 — Welcomed World Federation Trade Union (WFTU) members to a CWA Local 1180 women's luncheon. The WFTU focuses on organizing regional federations of unions in the Third World through campaigns against imperialism, racism, poverty, environmental degradation, and exploitation of workers and women. They devote much of their energy organizing conferences, issuing statements, and producing educational materials and courses for trade union leaders.

March 20, 2019 — Discussed CWA Local 1180 EEO lawsuit. That evening, she was honored by Congressman Adriano Espaillat's Women in Labor event. She was accompanied by First Vice President Gina Strickland, and Executive Board members Debra Paylor, Helen S. Jarrett, Hilary Bloomfield, and Denise Gilliam.

March 21, 2019 — Introduced Melinda Katz, Queens Borough President, and Tiffany L. Caban, Public Defender, who are running for the Queens District Attorney's Office. She then chaired the CWA Local 1180 Executive Board meeting.

President Middleton announced that on March 4, 2019, a fully executed Settlement of Agreement was sent to the Magistrate on the EEO case and we have crossed one extremely important hurdle to the journey to justice. This is a big step toward pay parity for our Administrative Managers. However, there are several next steps before our members will actually see money in their hands, barring any unforeseen circumstances.

First, now that the settlement has been submitted to the court, we need to make a motion to the court for the preliminary approval. As soon as preliminary approval from the court has been received, those letters and dates will be filtered out to those members involved.

Then Local 1180 needs to send out notice documents to all putative class members, and then make a fee application to the Court for attorney's fees. A fairness hearing will follow.

Additionally, assuming there are no objections or appeals, the Court has to order the final approval. Lastly, the City has 90 days after the final effective date to make payments. Members should not expect to receive payments before the end of the year. This is the process and we cannot go around it.

President Middleton distributed and discussed the status report dated March 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed a memorandum from the NYC Department of Citywide Administrative Services regarding the launch of the redesigned Online Application System or OASys 2.0. Lastly, she distributed the March 21, 2019, monthly project updates memorandum submitted by Marci Rosenblum, CWA 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 Gina Strickland reported the following:

March 1, 2019 — Met with the Office of Labor Relations to discuss the transfer of CWA Local 1180 members working for Administration of Children Services (ACS) to the Department of Education (DOE) in the Early Learning Division. Employee benefits are different as the Department of Education gets more holidays off during the year. The Department is awaiting state approval to transfer the titles.

March 7, 2019 — Assisted President Middleton with the CWA Local 1180 PAA et al Bargaining Committee meeting.

March 8, 2019 — Met with Micki Siegal, CWA District 1 Safety and Health Coordinator, to identify Local 1180 members who worked south of Houston Street after the 9/11 attacks in order

to help them apply for the Victim Compensation Fund. That afternoon, met with 10 CWA Local 1180 members who work for ACS and are being transferred to DOE. We have now identified 20 members who will be transitioning to DOE.

March 12, 2019 — Met with the Cornell University Union Leadership Advisory Board to discuss ways of improving the leadership course. Later that day, she attended the ACS/DOE labor management meeting.

March 18, 2019 — Met with the CWA Local 1180 PAA et al Bargaining Committee. Later that day, attended the ACS Town Hall meeting to explain the transfer process.

March 19, 2019 — Attended the OATH case conference.

First Vice President Gina Strickland reported the following Staff Representative activity for the month of February 2019:

Activity	February
Agency Walk-Throughs	2
Appointments	3
Command Disciplines (CD)	3
EEO Investigation/Interview	2
Emails	940
Health & Safety Meetings	3
Hearing Preparation	10
Hearings	6
Hiring Pools	2
Investigative Hearings/Meetings	2
Labor Management Meetings	5
New Hire Orientation	1
OATH	5
Phone Calls	298
Shop Steward Training	1
Site Meetings	10
Supervisory Conferences	4

Site Meetings

Dept. of Environmental Protection
420 East 38th Street, Manhattan

Dept. of Finance
3030 Third Avenue, Bronx

Dept. of Finance
350 St. Marks Place, Staten Island

H+H Metropolitan Hospital
1901 First Avenue, Manhattan

HRA SNAP 64 & HASA
275 Bergen Street, Brooklyn

H+H Morrisania DTC
1225 Gerard Avenue, Bronx

HRA Concourse 45 & SNAP 45
1365 Jerome Avenue

NYPD
1 Police Plaza, Manhattan

Department of Education
65 Court Street, Brooklyn

NYCERS
335 Adams Street, Brooklyn

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:

March 2 & 9, 2019 — Coordinated and presented at the Pre-Retirement Workshop for CWA Local 1180 members with more than 30 members attending each of the Saturdays. Four members had their spouses with them. The workshop will be repeated October 19 and 26, 2019, and again on March 7 and 14, 2020.

March 7, 2019 — Attended the PAA et al Bargaining Committee meeting at Local 1180 in preparation for our first bargaining session with the City of New York.

March 12, 2019 — Coordinated and attended the CWA Local 1180 Annual Lobby Day in conjunction with CWA District 1. Local 1180 had the largest delegation of all participating CWA locals, with 90 members and relatives in attendance. When adding in Executive Board and staff, the Local 1180 delegation was more than 100 in attendance. Names of the participants

will be listed in the next issue of the *Communique*.

March 13, 2019 — Attended a meeting with the Trustees to interview an attorney for a possible retention for the joint venture at 6 Harrison Street.

March 15, 2019 — Participated in the biweekly Legislature Conference call with our three lobbyists.

March 18, 2019 — Attended the Bargaining Committee meeting with Local 1180 and the NYC Office of Labor Relations. This was our first bargaining session with the City, which demonstrated an eagerness to complete the bargaining of the contract ASAP.

March 19, 2019 — Attended a legislature meeting of the NYS Public Employee Conference.

March 20, 2019 — Joined President Middleton to meet with staff from DCAS to discuss the proposed amended job specs for the Job Opportunity Occupation Group, which includes Administrative Job Opportunity Specialist. Also discussed the situation with the use of the term PAA I/II. We also discussed the use of the Administrative Manager list for use at the Housing Authority.

March 21, 2019 — CWA Local 1180's Executive Board interviewed Melinda Katz and Tiffany Caban for Queens County District Attorney. Rory Lancman was interviewed at the February 28th meeting. The Executive Board voted to endorse Melinda Katz for Queens County District Attorney for the June 25th Primary Election.

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 February 2019. She advised that the T.D. checking account has a balance of \$390,977.50 as of C.O.B. March 21, 2019.

Secretary-Treasurer Blair-Batte announced that there was a total of 8,345 CWA Local 1180 active members at the end of February 2019.

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

Recording Secretary's Report

March 20, 2019 — Attended the Staten Island Borough Committee meeting.

Members-at-Large Reports

Lenora Smith announced that the Education Committee is planning a seminar on May 4, 2019, about elder abuse, credit fraud, and identity theft. The Book Club selected the book "God Help the Child" by Toni Morrison.

Venus Colon-Williams announced applications are now being accepted until March 31 to attend this year's National Puerto Rican Day Parade.

Debra Paylor announced that on March 5, 2019, she attended the Labor Council for Latin American Advancement (LCLAA) monthly meeting accompanied by Executive Board member Lisa Lloyd. From March 8-10, 2019, she attended the Somos Conference in Albany accompanied by Executive Board member Lisa Lloyd. On March 19, 2019, she attended the Manhattan Borough Committee meeting. Additionally, she requested that CWA Local 1180 support NYC LCLAA at its 13th Annual Gala.

Hilary Bloomfield reported that on March 1, 2019, she attended the Driver Licenses for All with State Senators John Liu and Julia Salazar. On March 5, 2019, she attended the Bronx Committee Meeting, and on March 7, she attended the Coalition of Labor Union Women (CLUW) meeting accompanied by Executive Board members Denise Gilliam and Hazel O. Worley. On March 19, she attended the WFTU Women Conference United Nation, and on March 20, she attended Representative Adriano Espaillat's Award Ceremony honoring President Gloria Middleton. On March 21, 2019, she attended the CWA Executive Board meeting.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Denise Gilliam discussed the Coalition Black Trade Unionist (CBTU) Women's History Month Celebration that she attended with Executive Board Member Hazel O. Worley, where President Middleton was honored. Lastly, she asked that the Executive Board and Staff Representatives wear red and black in honor of Women's History Month to support the Women's Committee's Presentation at the upcoming General Membership meeting.

Next meeting date of the Executive Board is April 10, 2019.

Motion was duly made, seconded and carried to adjourn at 8:32 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

April 10, 2019

Meeting called to order at 6:20 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, Hazel O. Worley

Absent: Venus Colon-Williams, Member-at-Large

Minutes of the February 28, 2019, and March 21, 2019, meetings were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

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

March 22, 2019 — Held a conference call with attorney John Balboni, Kevin Gallagher, and Business Manager Arthur Cheliotis to discuss next steps moving forward with the CWA Local 1180 6 Harrison Street Joint Venture.

March 25, 2019 — Reviewed the PowerPoint presentation for the upcoming CWA Local 1180 General Membership meeting.

March 26, 2019 — Chaired the weekly staff meeting. That evening, held the CWA Local 1180 General Membership meeting.

March 27, 2019 — Met with Susan Prenskey, New York State Coordinator of the Coalition of Concerned Legal Professionals (NYSCLP), a group that combines organizing, advocacy, and direct assistance to help the 99% of the U.S. population without access to adequate legal services, to discuss legal services being provided throughout the Bronx.

March 28, 2019 — Met with DC 37 Executive Director Henry Garrido to discuss union matters.

March 29, 2019 — Held a political action conference call with Second Vice President Gerald Brown, Legislative Coordinator John T. O'Malley, consultants Scott Levinson and Sebastian Levinson, and our Albany lobbyist from State and Broadway, Inc.

April 1, 2019 — Conducted a telephone interview with Michael Aronson of the *New York Daily News* to discuss the CWA Local 1180 EEO settlement.

April 2, 2019 — Attended the Equal Pay Day Rally on the steps of City Hall.

April 4, 2019 — Held a technical meeting to review economic costing out with Daniel Pollack, Assistant Commissioner at the New York City Office of Labor Relations, and the CWA Local 1180 PAA et al Bargaining Committee to present bargaining demands.

April 5, 2019 — Held a conference call with John Balboni, Esq. to discuss and review the 6H Term Sheet. Later that day, held a conference call with First Vice President Gina Strickland, Secretary

Treasurer Robin Blair-Batte, and Staff Representatives Desiree Waters and Teesha Foreman to discuss the upcoming CWA Local 1180 Shop Steward Conference.

April 9, 2019 — Met with Staff Reps Lena Solow and Teesha Foreman to discuss their Cornell School Leadership Projects. Later that day, chaired the weekly staff meeting.

April 10, 2019 — Attended the New York State Pension Public Employee Retirement Systems 2019 Spring Luncheon and City Office REIT Roundtable discussion regarding pension funds' investments. That evening, chaired the monthly Executive Board meeting.

President Middleton announced that in order to continue moving forward with the EEO settlement, we will be holding an Administrative Manager only meeting on April 23, 2019.

President Middleton distributed and discussed the status report dated April 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed a letter from People Against Landlord Abuse & Tenant Exploitation thanking CWA Local 1180 for their continued support. Lastly, she distributed the April 10, 2019, monthly project updates memorandum submitted by Marci Rosenblum, CWA 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 distributed the Private Sector update from March 1-31, 2019, submitted by Staff Representative Lena Solow. Additionally, she distributed the Organizing Report submitted by Organizing Coordinator Leslie Fine.

March 21, 2019 — Held a meeting with Cheri Senders of Labor 411 to discuss advertising labor products.

April 8, 2019 — Met with Desiree Fisher of Small Business Services, accompanied by Staff Representative Desiree Waters, regarding member issues at her site. Later that day, met with President Middleton and Secretary-Treasurer Robin Blair-Batte regarding the upcoming Shop Steward Conference.

April 9, 2019 — Attended the weekly staff meeting. Later that day, met with management of DSS to discuss a member's issue, which was addressed to our member's satisfaction.

April 10, 2019 — Attended the Executive Board meeting. Will submit Staff Representative Activity Reports at the next Executive Board meeting.

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:

Distributed and discussed a hand-out from Housing Justice For All: Universal Rent Control for New York State. He also distributed and discussed the Fall 2019 and Spring 2020 Workplace Literacy Training Course Schedule. The complete schedule can be found in the latest issue of the *Communique*.

Second Vice President Brown advised that the January-March 2019 issue of the *Communique* has been sent to the printer and should be received by the membership within the next two weeks. Additionally, he advised that the Local 1180 Membership Brigade is continuing their outstanding work visiting worksites.

He advised that the new CUNY School of Labor and Urban Studies is operating well and that Local 1180 has enrolled a substantial number of students for the Spring 2019 semester.

Distributed and discussed the last published DCAS Quarterly Provisional Report for the period ending November 30, 2018 that contained titles discussed.

Second Vice President Brown continued the discussion on our two endorsed candidates for the June 25th New York State Primary — Jumaane

Williams for New York City Public Advocate, and Melinda Katz for Queens District Attorney.

In addition, he opened a discussion in reference to the May 14, 2019, Special Election for the New York City 45th Council District. Eight candidates are running to replace Jumaane Williams in the Council seat. Local 1180 has taken a position of no endorsements in the race.

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 March 2019, and advised that the T.D. checking account has a balance of \$336,358.29 as of C.O.B. April 10, 2019.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported the following:

March 26, 2019 — Signed the EEO proposed settlement papers. That evening, participated in the CWA Local 1180 General Membership meeting.

April 2, 2019 — Joined President Middleton along with various elected officials and organizations in the 2019 Equal Pay Day Rally on the steps of City Hall.

Members-at-Large Reports

Lenora Smith announced that the Book Club continues to read "God Help the Child" by Toni Morrison. She would like to attend the 13th Annual LCLAA Gala.

Hazel O. Worley announced that CWA Local 1180 will participate in the Lupus Walk on May 4, 2019, meeting at the South Street Seaport at 8:30 a.m. The Civil Right & Equity & Community Service Committee will wear Lupus t-shirts at the April 25, 2019, General Membership meeting at Lincoln Hospital to bring awareness to Lupus.

Debra Paylor announced that she attended the April Manhattan Borough Committee meeting.

Hilary Bloomfield announced that on April 2, 2019, she attended the Bronx Committee Meeting. On April 4, 2019, she attended the Coalition of Labor Union Women (CLUW) meeting accompanied by Executive Board member Denise Gilliam. On April 5, 2019, she attended the CLUW General Membership meeting, and on April 9, 2019, she attended the CWA Local 1180 Women's Committee meeting chaired by Committee Chair Denise Gilliam. On April 10, 2019, she attended the CWA Local 1180 Executive Board meeting.

Denise Gilliam thanked the Executive Board for wearing red and black in support of the Women's Committee's Women's Month presentation where the Committee honored President Gloria Middleton. Preparations are being made for this year's Pink and White Affair.

Helen S. Jarrett announced that on March 26, 2019, she attended the Central Labor Council Census 2020 meeting. On March 28, 2019, she attended the Uniform Land Use Review Process (ULURP) training at CWA Local 1180 as part of the Community Board initiative. On March 30, 2019, she graduated from the Murphy Institute Civic Engagement Leadership Development Certificate Program. Later that day, she attended the Community Voices Heard Event at the Polo Ground Housing Development. On March 31, 2019, she attended the We the People Conference in Washington D.C. On April 8, 2019, she attended the May Day meeting at the New York Immigration Coalition (NYIC).

Good and Welfare

President Middleton thanked the Women's Committee for their presentation. "It's always a special honor when people that work with you and known for so many years show their appreciation," she said.

Next meeting date of the Executive Board is May 15, 2019.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

May 15, 2019

Meeting called to order at 6:34 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 April 10, 2019, meeting were presented.

Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

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

April 11, 2019 — Honored by the New York City Central Labor Council (NYCCLC) at their Annual Reception.

April 15, 2019 — Was accompanied by First Vice President Strickland to the first CWA Local 1180 and Department of Education Bargaining session with Daniel Pollack, Assistant Commissioner at the Office of Labor Relations (OLR).

April 16, 2019 — Chaired weekly staff meeting.

April 17, 2019 — Held part 2 of the Pension Fund meeting, along with First Vice President Strickland.

April 18, 2019 — Attended the CLC Delegates meeting.

April 23, 2019 — Held a pharmaceutical meeting with Susan Hayes, Local 1180 pharmaceutical advisor, and Business Manager Arthur Cheliotis. That afternoon, chaired the weekly staff meeting. That evening, chaired the CWA Local 1180 EEO Administrative Manager meeting at UFT with more than 800 members in attendance.

April 24, 2019 — Attended the MLC Steering Committee meeting accompanied by First Vice President Strickland. That afternoon, reviewed the PowerPoint presentation for the upcoming CWA Local 1180 General Membership meeting.

April 25, 2019 — Chaired the CWA Local 1180 General Membership meeting.

April 26, 2019 — Attended Dana Holland's retirement party, accompanied by First Vice President Strickland and Second Vice President Gerald Brown.

April 30, 2019 — Chaired the CWA Local 1180 weekly staff meeting.

May 7, 2019 — Was a guest speaker at the Women for Tish James breakfast. That afternoon, attended a meeting with Administration of Children Services Commissioner Hansell David to discuss CWA Local 1180 members at Early Learning Child Care functional transfers to the Department of Education.

May 8, 2019 — Chaired the CWA Local 1180 quarterly Trustee's meeting.

May 9, 2019 — Chaired a meeting for the upcoming Local 1180 Shop Steward Conference.

May 10, 2019 — Received an award at the Urban Leadership Institute Change Maker Awards Breakfast.

May 14, 2019 — Chaired the CWA Local 1180 weekly staff meeting.

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.

Fall 2019 Courses

EDITING, REVISING, PROOFREADING

Interactive program focusing on exercises designed to enhance revising, editing, and proofreading skills. (Course not intended as a remedial writing course.)

(8 Sessions; 6 p.m. - 8 p.m.)

Wednesday, October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY September 2, 2019 • **CONFIRM** with \$40 deposit by September 23, 2019

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, September 18, 25; October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY August 18, 2019 • **CONFIRM** with \$40 deposit by September 8, 2019

GIVING EFFECTIVE ONGOING FEEDBACK

This course will focus on teaching managers to use effective feedback as a tool for employee performance. Emphasis on developing strategies to maximize the benefits of the feedback process. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, October 1, 8, 15, 22, 29; November 12, 19, 26, 2019

ENROLL BY September 1, 2019 • **CONFIRM** with \$40 deposit by September 20, 2019

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, October 5, 19, 26; November 2, 16, 23, 2019

ENROLL BY September 5, 2019 • **CONFIRM** with \$40 deposit by September 25, 2019

LEADERSHIP

This course will focus on ways to use leadership skills as strategic tools to building a culture that promotes trust and high performance. (6 Sessions; 6 p.m. - 8 p.m.)

Monday, October 7, 21, 28; November 4, 18, 25, 2019

ENROLL BY September 7, 2019 • **CONFIRM** with \$40 deposit by September 27, 2019

REPORTING TO UPPER MANAGEMENT

Managers know the stress of leading from the middle - being influenced by and accountable to those they report to while managing their own staff for harmony and productivity. (8 Sessions; 6 p.m. - 8 p.m.)

Thursday, October 3, 10, 17, 24, 31; November 7, 14, 21, 2019

ENROLL BY September 3, 2019 • **CONFIRM** with \$40 deposit by September 23, 2019

PERSONAL DEVELOPMENT

Participants will be taught the importance of knowledge, skills, and attitudes in the workplace. Create individual development plans. (8 Sessions; 6 p.m. - 8 p.m.)

Wednesday, October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY September 2, 2019 • **CONFIRM** with \$40 deposit by September 22, 2019

HOME OWNERSHIP

(1 Session; 10 a.m. - 2 p.m.) Saturday, December 14, 2019

ENROLL BY November 14, 2019 • **CONFIRM** by December 4, 2019

PRE-RETIREMENT PLANNING

(2 Sessions; 10 a.m. - 2 p.m.) Saturday, October 19, 26, 2019

ENROLL BY September 19, 2019 • **CONFIRM** by October 9, 2019

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. Also, 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 enrollees, 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

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 15, 2019 — Chaired the monthly Executive Board meeting.

President Middleton distributed and discussed the status report dated May 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 the Policy Research Group's "Second Round" Contract Expiration Dates of New York City Municipal Contracts and the Quarterly Report on the Update on the New York City Economy. Lastly, she distributed the May 15, 2019, monthly project updates memorandum submitted by Marci Rosenblum, CWA 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 distributed the Private Sector update from March 1-31, 2019, submitted by Staff Representative Lena Solow. Additionally, she distributed the Organizing Report submitted by Organizing Coordinator Leslie Fine.

April 12, 2019 — Attended the Municipal Labor Committee (MLC) monthly membership meeting.

April 18, 2019 — Attended a walk-through of the United Federation of Teachers' facility in preparation for the upcoming Administrative Manager meeting. That evening, she attended the CLC Delegates meeting.

April 30, 2019 — Attended a farewell reception for Matt Campese, H+H Senior Vice President of Labor Relations.

May 3, 2019 — Attended the Human Resource Administration (HRA) 2019 Employee Recognition Ceremony.

First Vice President Gina Strickland reported the following staff representative activity for the months of March and April 2019.

Activity	March/April
Agency Walk-Throughs.....	0
Appointments.....	3
Command Disciplines (CD).....	0
Counseling/Warning Sessions.....	6
EEO Investigation/Interview.....	3
Emails.....	1950
G.O. 15 – NYPD.....	10
Health & Safety Meetings.....	1
Hearing Preparation.....	33
Hearings.....	20
Hiring Pools.....	2
Investigative Hearings/Meetings.....	18
Labor Management Meetings.....	10
New Hire Orientation.....	1
OATH.....	4
Off Site Member Meetings.....	7
Phone Calls.....	931
Shop Steward Training Sessions.....	1
Site Meetings.....	26
Supervisory Conferences.....	12
Walk-Ins.....	15

Site Meetings

Civilian Complaint Review Board
100 Church Street, Manhattan

Teachers Retirement System
55 Water Street, Manhattan

Department of Education
400 1st Avenue, Manhattan

Department of the Aging
2 Lafayette Street, Manhattan

Administration Children Services
90-25 162nd Street, Queens

HRA Crotona #46 – FIA & SNAP
1910 Monterey Avenue, Bronx

HRA – FIA & SNAP
4 World Trade Center, Manhattan

H+H Henry J. Carter Hospital
1752 Park Avenue, Manhattan

New York City Housing Authority
1200 Waters Place, Bronx

Department of Environmental Protection
60 Bay Street, Staten Island

Department of Environmental Protection
1932 Arthur Avenue, Bronx

DYCD
123 Williams Street, Manhattan

DOITT
15 Metro Tech, Brooklyn

HRA 4 WTC
150 Greenwich Street, Manhattan

H+H Elmhurst Hospital
79-01 Broadway, Queens

OPA/FISA
450 West 33rd Street, Manhattan

Department of Environmental Protection
250 Livingston Street, Brooklyn

Department of Finance
375 Pearl Street, Manhattan

DCAS
1 Centre Street, Manhattan

ACS
492 1st Avenue, Manhattan

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

Department of Investigations
80 Maiden Lane, Manhattan

HRA/APA
109 E 16th Street, Manhattan

HRA Melrose-Banknote
847 Barretto Street, Bronx

Office of the City Clerk
141 Worth Street, Manhattan

H+H Coney Island Hospital
2601 Ocean Parkway, Brooklyn

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:

April 11 2019 — Attended the NYCCCL Annual Reception.

April 16, 2019 — Attended the weekly Local 1180 staff meeting.

April 18, 2019 — Attended the NYCCCL Political Director's meeting.

April 25, 2019 — Attended the monthly General Membership Meeting.

April 26, 2019 — Attended and gave remarks at Dana Holland's retirement party. Dana is a longtime activist of Local 1180 and is retiring from the Fire Department after 40 years of devoted service.

April 28, 2019 — Attended the Administrative Manager EEO meeting at the UFT, 52 Broadway. More than 800 Administrative Managers were in attendance to sign documents related to the EEO settlement.

April 30, 2019 — Attended the weekly Local 1180 staff meeting.

May 8, 2019 — Attended the quarterly meeting of the Local 1180 Board of Trustees. Also chaired the Education Fund Trustee meeting.

May 14, 2019 — Attended the weekly Local 1180 staff meeting.

May 14, 2019 — Announced that Local 1180's endorsed candidate Farah Louis won the Special Election for the 45th NYC Council District.

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 April 2019, and advised that the T.D. checking account has a balance of \$499,865.68 as of C.O.B. May 15, 2019.

Secretary-Treasurer Robin Blair-Batte announced that CWA Local 1180 has received 60 responses to date for the upcoming Shop Steward Conference.

She announced that there was a total of 8,171 CWA Local 1180 active members and 6,510 retirees the end of April 2019.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported that on April 23, 2019, she attended the CWA Local 1180 Administrative Manager meeting, and on April 26, 2019, she attended the Labor Council for Latin American Advancement Annual Event accompanied by Debra Paylor, Lisa Lloyd, Hilary Bloomfield, Rosario Roman, and Charles Garcia.

Members-at-Large Reports

Lenora Smith announced that the Book Club is reading "An American Marriage" by Tayari Jones. The next meeting will be June 10, 2019.

Hazel Worley announced that 14 CWA Local 1180 members participated in the Lupus Walk on May 4, 2019. She received 57 summer camp applications. The Executive Board approved the CWA Local 1180 Family and Friends Fun Day for August 30, 2019.

Debra Paylor announced that on April 11, 2019, she attended the New York City Central Labor Council membership meeting, and on April 16, 2019, attended the Manhattan Borough Committee meeting. On April 23, 2019, she attended the CWA Local 1180 Administrative Manager meeting, and on April 25, 2019, she attended the CWA Local 1180 General Membership meeting. On April 29, 2019, she attended the H+H meeting, and on May 1, 2019, she attended the May Day Rally accompanied by Helen S. Jarrett. It was a very low turnout. On May 4, 2019, she attended the Coalition of Labor Union Women (CLUW) brunch, and on May 7, 2019, she attended the LCLAA membership meeting. On May 10, 2019, she attended the Change Makers Breakfast at Cornell Union Leadership Institute, and on May 14, 2019, she attended the CWA Local 1180 Women's Committee meeting.

Venus Colon-Williams thanked Secretary-Treasurer Robin Blair-Batte for her assistance with the Bronx parade. She announced that 100 members have signed up to participate in the 2019 National Puerto Rican Day Parade. There are 10 members on the waiting list should there be any cancellations.

Lisa Lloyd announced that on April 17, 2019, she attended a New York City briefing care meeting. They are planning to outsource jobs starting in the Bronx at the end of this month. They are targeting immigrants. On April 29, 2019, she attended an H+H stakeholders meeting accompanied by Debra Paylor.

Hilary Bloomfield announced that on May 4, 2019, she attended the CLUW Change Makers Award Breakfast honoring President Gloria Middleton, and the same day she attended a High Tea and Hat Party. Each guest's hats were fabulous. On May 14, 2019, she attended the Bronx Borough Labor Breakfast with Bronx Borough President Rubin Diaz. On May 16, 2019, she attended the NYC Central Labor Council Delegates Meeting, and on May 19, 2019, attended the Bronx Parade with Bronx Borough Committee members. On May 21, 2019, she attended the Workers Defense League Anniversary Dinner honoring CWA District 1 Vice President Dennis Trainor.

Helen S. Jarrett announced that on May 2, 2019, she attended the Women on the Move meeting at Teamsters 237. On May 10, 2019, she attended the High Tea and Hat Party hosted by Carmen Charles at Local 420, who invited Hilary Bloomfield, Vice President of NYC CLUW Chapter.

Denise Gilliam announced that the Women's Committee will work in conjunction with the People with Disabilities Committee to conduct a CWA Local 1180 health fair later this year.

Good and Welfare

President Middleton announced that on April 27, 2019, she attended Kevin P. Lynch's memorial service. The service was well attended, with mourners paying their respects. Kevin was a true union activist. Dignitaries from the Guyana War United Nations also attended, as did NYS Senator John Liu. Kevin will never be forgotten.

Next meeting date of the Executive Board is June 19, 2019.

Motion was duly made, seconded, and carried to adjourn at 8:25 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

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CWA LOCAL 1180

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
manhattanbcc1@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



Congratulations to Local 1180's **Estelle Lawrence** for her 31 years of service as Benefits Operations Analyst/Trainer. The Local held a goodbye party for her on July 31, which was attended by her co-workers, officers, including President Gloria Middleton (left) and her husband Theodore (Teddy) Lawrence (right). Estelle started with the Union doing the daily mail and verifying membership and data entry. She then moved on to claims processing, bookkeeping and payroll, operations specialist, IT, and finally Head of the Operations Department as the Operations Analyst and Staff Trainer. ■

Staff Representative Teesha Foreman (left) congratulates **Rhonda Fleming** (PAAIII, NYCHA) on her retirement this summer and presented her with a certification of appreciation from the Local as well as some 1180 memorabilia. Fleming worked at NYCHA for more than 30 years. ■



Congratulations to **Rhonda Fleming** (PAA III, ACS) & Arthur Williams on their marriage on July 20, 2019, at New Jerusalem Worship Center in Jamaica Queens. ■



Congratulations to Local 1180 Mobilization Coordinator Helen S. Jarrett (Chairperson of Community Board 5's Economic & Development Committee) and Local 1180 Member-at-Large Hazel O. Worley (Chairperson of Community Board 5's Aging Committee) Community Board 5 awarded Certificates of Volunteerism to several Board members for their continued community involvement, are both very active in their East New York community. They are pictured with Board member Damian Mercado, Aging/Health and Social Services committee. ■

IN MEMORIAM

Need to Contact your Staff Representative?

A Staff Rep typically will get back to you with in 24 hours.

If for some reason you have not been contacted, you NOW have the option to email:

staffrepervices@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.

NAME	AGENCY	DECEASED
Diana Abbensetts	Dept. of Environmental Protection	5/31/2019
Joseph Ascitutto	DCAS	8/7/2019
Carol Bell	Department of Education	6/19/2019
Sonja Bentley	Department of Buildings	5/8/2019
Rosemary Bunce	Gouverneur Health Care	8/12/2019
Rae Conyers	Dept. of Social Services	7/18/2019
Cecelia Francois Kante	Jacobi Medical Center	6/7/2019
Dorothy Garvin	Finance Administration	7/21/2019
Gladys Grayson	Dept. of Social Services	6/25/2019
Elaine Guild	Housing Preservation & Development	6/25/2019
Ted Hansley	Kings County Hospital Center	5/27/2019
Sarah Hickman	Dept. of Social Services	5/24/2019
Kevin Hines	Dept. of Social Services	7/22/2019
Gloria Irvin	Dept. of Social Services	7/13/2019
Drema Jackson	Elmhurst Hospital Center	7/19/2019
Henry Joseph	Elmhurst Hospital Center	5/24/2019
Dwight Kearns	Local 1180 SBF Employee	7/16/2019
Isabella Knight	Dept. of Social Services	5/18/2019
Matilda Labella	Department of Transportation	7/8/2019
Arsenio Lopez	Dept. of Social Services	7/31/2019
Joyce Lucas	Finance Administration	7/27/2019
Vera McClendon	Dept. of Social Services	5/20/2019
Clara Parker	Law Department	6/7/2019
Anthony Peters	Dept. of Environmental Protection	7/25/2019
Delores Peterson	Design & Construction	5/8/2019
Eugene Plaskett	Dept. of Social Services	7/25/2019
Mary Platt	Dept. of Social Services	5/25/2019
Flora Reyes	Lincoln Medical & Mental Health Center	8/4/2019
Reginald Ricks	Dept. of Environmental Protection	7/9/2019
Rosalie Slutsky	Dept. of Social Services	7/3/2019
Reginald Stokes	NYC Housing Authority	5/30/2019
Helen Vasquez	Dept. of Employment	6/16/2019

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
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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

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Civil Rights & Equity/ Community Service Committee UPDATE

By Hazel Worley

Civil Rights & Equity Community Service committee members gave up one of their summer hot days to volunteer at a residence for the developmentally disabled. Committee members Carol Griffith, Verna Finley, Earlene Powell, Helen S. Jarrett, Cheryl Drumgold and her husband Floyd, and Chair Hazel O. Worley offered up refreshing ices and cotton candy, and assisted the residence's manager with activities.

Committee members were enthusiastic about the day and even grabbed a photo with one of Brooklyn's community philanthropists and entrepreneurs Mr. Decosta Headley, a prominent role model for many years in Brownsville and East New York in Brooklyn. He is president of Headley Consultants, and has rehabilitated poor communities within the five boroughs.

The committee chair received a call from the manager of the residence expressing her thanks and gratitude to members for their help. She expressed her sincere thanks to the committee for spending the day with them and said that without committee members, "it would have been impossible for the residence and their quest to be on the outside and not fear them wandering off. With the assistance CWA Local 1180 members, our staff was able to keep control of the residents." She gave a special thanks to Cheryl Drumgold's husband for his never-ending time on the grill and labeled him "CWA Chef of the Day." The manager said she had reached out to other organizations prior to contacting Local 1180, but wasn't able to get any volunteers. She commented on how impressed she was by the committee members who didn't hesitate to assist.

"This committee never fails to step up when we are called on to be of service," said Committee Chair Hazel O. Worley. "As with all community-based organizations, budgetary cuts affect them in the areas of staffing and without us being there this community of people wouldn't had the opportunity to partake in the event."

Top photo from left: Decosta Headley, Resident Manager Kadian Johnson, Hazel O. Worley, Carol Griffith, Verna Finley, Cheryl Drumgold, Helen S. Jarrett, and Earlene Powell. Second row left photo: Cheryl Drumgold and Verna Finley; right photo Helen S. Jarrett. Bottom row left photo: Earlene Powell serving up cotton candy; right photo: Floyd Drumgold "aka" CWA Grill Master. ■

