



COMMUNIQUE

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SETTLE EEO CASE

By Marci Rosenblum, Communications Director

For two years, the City of New York and the Communications Workers of America Local 1180 have worked to settle claims to compensate members who were paid unfairly based on their gender and race. A stipulation of settlement has finally been signed between parties to settle the litigation.

CWA Local 1180 President Gloria Middleton said that close to 1,600 Administrative Managers — mostly women and minorities represented by the Union — were found by the Equal Employment Opportunity Commission (EEOC) to have been paid less than their white, male counterparts, after the Union filed a complaint in 2013 during the Bloomberg administration.

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get the recognition and restitution they deserve. Our members have served for decades, delivering important public services without the recognition or compensation they were and are entitled to. The fact that someone is female, or black, or Hispanic should make no difference in what they get paid. This case was about equal pay for equal work. We are proud to have

represented our members in helping to achieve this important victory in the battle for pay equality,” Middleton said.

The Union and the City, along with the Representative Plaintiffs, have spent the past two years in settlement efforts with the help of the Court’s Magistrate Judge, and parties have recently hashed out the final details that brought about the settlement agreement. With all legal i’s dotted and the t’s crossed on the stipulation of settlement, Middleton said the parties will jointly submit to the Court a motion for approval of the settlement, which is set to give approximately \$5.5 million in back pay, \$5.5 million in annuity payments, additional retroactive pay estimated at approximately \$4 million, and pay increases for members. Additionally, the

settlement will include a host of equitable reforms meant to ensure equal pay practices moving forward, including an oversight committee to ensure non-discriminatory pay practices, and annual disclosure of pay data tied to race and gender along the lines of legislation the City Council passed late last year and became law on January 20, 2019.

“The Kurland Group is proud to have represented CWA 1180 in this groundbreaking case. But we could not have done this work without the brave women who put themselves out as the representative plaintiffs, the fearless leadership of 1180’s President, Gloria Middleton, and the vision of her predecessor Arthur Cheliotis. All who care about pay equity owe a huge debt of gratitude to these pioneers. Our clients were able to negotiate a settlement that not only put money in the hands of their members, but also set the path to remedying pay inequity in the City at large. I am moved by the sacrifices these union members have made for the good of all municipal workers. I hope one day we can look back at this victory as the first step in a journey that put an end to discriminatory pay practices in the City of New York,” said Attorney Yetta Kurland.

In December 2013, Local 1180 filed a complaint with the EEOC alleging that New York City was discriminating against Administrative Managers based upon sex, gender, and race in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. The Union hired a statistician who, after adjusting for variables such as time in title and time working for the City, found that female Administrative Managers of color were making almost \$16,000 less than their white male counterparts. Middleton said that equates to approximately \$.69 to the dollar. On November 19, 2014, Local 1180 was forced to file yet another complaint based on the City’s failure to properly maintain records necessary to investigate and prevent unlawful employment practices in compliance with federal law.

On April 1, 2015, the EEOC issued determinations in Local 1180’s favor, finding there was reasonable cause to believe that New York City had engaged in discriminatory pay practices toward Administrative Managers. In addition to recommending that the minimum salary of Administrative Managers be raised, the Commission called for the City to take steps to ensure discrimination did not continue.

PATH TO THE FINISH LINE

1976



Administrative Managers Fight to Join the Union

During the fiscal crisis, NYC restructured its personnel management system and introduced broad banding and consolidation of our titles to reduce the number of exams Local 1180 members needed to take before becoming managers. The new title, Principle Administrative Associate, could now take the test for Administrative Manager. The City also created the new managerial pay plan. Local 1180 went to court to challenge the changes, but despite efforts by some Administrative Managers, lost the fight to be in a union. The Office of Collective Bargaining ruled that while some do not perform managerial functions and only implement policy, the Board would adhere to its policy of not breaking up a title. Therefore, Administrative Managers were ineligible for collective bargaining and union representation.

The Union supported court action opposing the use of broad banding and consolidation of civil service titles that gave discretion to agency operational and personnel officers. The Koch Administration's response was that the changes would give many more women of color access to the Administrative Manager title. The reclassification also allowed the City to place the new PAA title, with the large minority female cohort, in its federal EEO report as administrators were leaving the impression that the Koch Administration was a good employer for women and minorities. We knew that was far from the truth.

1978



1980s



The Koch Administration moved slowly to offer exam for promotion to Administrative Manager title. The Union demanded that the City offer an exam or we would file court action, which we did.

1984

Union won court decision requiring the Koch Administration to hold promotional exams. The Union's leaders put together a comprehensive exam preparation program that proved to be very successful.



Largest group of women of color passed the exam and were certified as eligible to hold the Administrative Manager title.

1985



Union went to court to force the Koch Administration to remove those not certified as eligible to hold the Administrative Manager title, predominantly white males, and replaced them with those certified as eligible to hold the Administrative Manager title, predominately women of color.

1986

1988

The Koch Administration reclassified Administrative Manager positions predominately held by males and whites using a loophole that reclassified dozens of Administrative Manager positions to other titles, thus denying minorities and women who were qualified based on the civil service law from these jobs.

Dinkins Administration respects civil service rules and promoted the largest number of women of color in the City's history to managerial positions.

1989



1993



Rudy Giuliani defeats David Dinkins in NYC Mayoral race. During his eight years in office, Administrative Managers saw their wages frozen and pathways for movement up the managerial ranks obstructed. Many eligible to take the civil service test didn't bother because being in the Union meant better benefits and regular wage increases that managerial employees were not guaranteed.

1994

Union filed to represent Administrative Manager title after former members documented that they only implement policy, not make it.

2013

The Union on behalf of its Administrative Managers filed an EEOC complaint in December 2013, alleging that New York City was discriminating against Administrative Managers based upon sex, gender, and race in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963.



2009

After interviewing nearly 400 Administrative Managers, Labor Board finds they were eligible for collective bargaining and certified Local 1180 as the bargaining unit.



2014

On November 19, 2014, Local 1180 was forced to file another complaint based on the City's failure to properly maintain records necessary to investigate and prevent unlawful employment practices in compliance with federal law.

2012

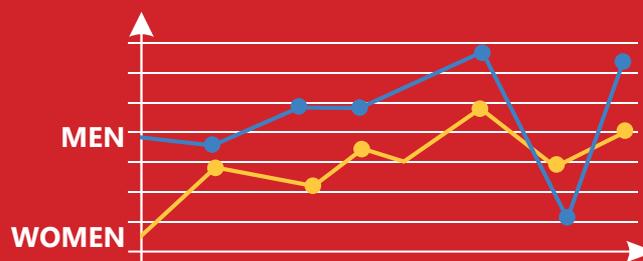
The Union raised the issue of gender and race discrimination and demanded a substantial wage increase since the minimum salary had been depressed for decades and was at the time of certification about \$53,000. The Bloomberg administration retaliated by filing charges of bad faith bargaining for raising the discrimination issue and the Union's commitment to pursue the matter in whatever forum was available under the law. The Union filed counter charges stating that the City's charges were only a delay tactic. The Union was upheld and the Labor Board found the Bloomberg administration engaged in bad faith bargaining. Again, the City resisted and Local 1180 forced them to arbitration, winning a minimum salary of nearly \$64,000 that took effect in 2016.

EEOC ISSUES FINDINGS

2015

The Commission's findings stated that "structural and historic problems" have resulted in the pay of minorities and women being suppressed, and that the "rate of pay [for women and minorities] is much less than their white male counterparts' in similarly situated jobs and titles." The Union filed a lawsuit against the City for refusing to turn over public data regarding race and gender to identify and remedy disparate pay practices.

2016



The City was unwilling to conciliate and the EEOC referred the case to U.S. Department of Justice Civil Rights Division. NYC Public Advocate Letitia James issued a policy report titled "Advancing Pay Equity in New York City," an analysis of the gender wage gap in New York City's workforce. She cited the work of Local 1180 in advocating for closing the gender gap through its powerful advocacy on behalf of members. The Union won its lawsuit against the City and the Court ordered the City to turn over pay data related to race, gender, and salary.



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SETTLE EEO CASE

Some of these measures include mandatory exams every four years at a minimum, ensuring opportunities for promotion; better oversight and record keeping to monitor any future inequities; and better efforts to inform employees of chances to advance their careers.

"To say this was a long time in coming would be an understatement," Middleton said. "The Union has been fighting an uphill battle to get remuneration for those Administrative Managers who have been shortchanged in their salaries. However, we are glad to say we were able to work with the City to help bring our journey a major step

closer to closure. For years, Local 1180's members have continued to deliver important public services without the recognition or compensation they deserve. That will now be coming to an end."

Throughout the process, Local 1180 has held several meetings with Administrative Managers, kept members updated on the Union's website and social media outlets, and has published several stories in the *Communique*.

"We have crossed one extremely important hurdle toward the road to justice for our Administrative Managers," Middleton said. "However, there are so many steps in the court process that now must be adhered to. Our attorney has already put them into motion so we can get to the finish line as quickly as possible."

Local 1180 will be holding another meeting with Administrative Managers toward the end of April, beginning of May, to inform everyone of the specifics, distribute documents, and have Administrative Managers sign the required notice documents. Those who do not attend the meeting will receive the documents in the mail. In order to ensure all settlement proceeds go to the benefit of the members, **90%** of 1,600 class members must sign and return the settlement documents. As soon as preliminary approval from the court has been issued, pertinent notice documents will be disseminated to those members involved.

Middleton said that while the Union is going to move the process along as expeditiously as possible, the length of the judicial process is not in Local 1180's control. Therefore, she said, members should not expect to see any payout before the end of the year.

"We know this has been a frustratingly long process," she said. "Every time we thought we were finished, we weren't. I would be remiss if I did not give a huge shout out to all our Administrative Managers who have stood by the Union and supported us in this long and tedious fight to equity. Due to your encouragement and determination to see this through to the end, we can proudly say that we have done our due diligence and our Administrative Managers will finally get what they deserve and have worked so hard for."

As Kurland spoke about several years ago when addressing the City Council at a special hearing, "To put a human face on this, our clients, predominantly women of color, often tell stories of having worked for the City for 20 or 30 years, reaching the top position in their fields, but still not making enough money to survive, worrying each month about whether they are going to make rent, be able to provide educational opportunities for their children, or borrow from their pension to put food on their table."

Middleton said that CWA Local 1180's fight is not just for their own members, but for other City workers facing similar situations. "Not only has the Union worked to improve the quality of life for its own members, but also has been actively involved with, and taken a leadership role in, creating legislation to stop this practice from happening to other City workers. We have actually changed the course for the future to make sure that all new hires will not have to fight the same battles we did. Steps are in place to make sure of that. One of the most momentous days will be when our members receive their back pay and we have closed this case for good. We can all be proud of the work we have done together to get here," she said. ■



The City and the Union entered into a Memorandum of Agreement that provided a path toward resolving pay disparity for Administrative Managers. A federal Magistrate Judge is assigned to help parties facilitate a settlement for the class action lawsuit.

2017

2018

Parties worked to negotiate terms of the class action settlement, while the City engaged in many delay tactics. For example, the Law Department, on behalf of the City, brought a motion to dismiss against some of the Administrative Managers, claiming the City was not responsible for any discriminatory pay practices against them. The City lost its motion and parties continued to negotiate a settlement that included both compensation for members and equitable changes to prevent discrimination for other City workers.

2019

FINALLY

The parties in CWA Local 1180's class action lawsuit sign a stipulation of settlement agreeing to terms of the class settlement. The City Council passes a law that requires pay data be turned over to prevent discriminatory pay practices, inspired by the members of CWA Local 1180 and their journey to justice.



LOCAL 1180 MEMBERS FEATURED IN SPOTIFY PODCAST ABOUT GENDER & PAY INEQUITY

Two Local 1180 Administrative Managers — Rose Reeves (HPD) and Gayl Johnson (DSNY) — have their own personal stories of wage and gender discrimination, just like so many of the union's other Admin Managers working for the City of New York.



spotify.com/noisemakers

The stories of Reeves and Johnson, however, are part of a Spotify Studios six-part series called Noisemakers. They were interviewed by Actress Jessica Chastain for the podcast, scheduled to air on March 29.



Noisemakers examines the impact of harassment, gender inequality, and pay inequity on women in the workplace. Celebrity activists such as Jessica Chastain, Padma Lakshmi, and Janet Mock speak with women from all walks of life who are fighting for equality in the workplace and inspiring others to do the same. To hear the podcast, go to spotify.com/noisemakers



GLORIA MIDDLETON

President

Here's to Strong Women. May We Know Them. May We Be Them. May We Raise Them.

March is Women's History Month, a time to honor the myriad contributions that women have made in American history — and there are quite a few.

Women's History Month actually began as Women's History Week as a local celebration in Santa Rosa, California, in 1978. In 1980, a consortium of women's groups and historians successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8, 1980, as National Women's History Week. It wasn't until 1987 that Congress passed a law designating March as "Women's History Month." Every year the National Women's History Alliance selects its annual theme. This year's theme is "Visionary Women: Champions of Peace & Nonviolence," and honors "women who have led efforts to end war, violence, and injustice and pioneered the use of nonviolence to change society."

That's exactly what we have done at Local 1180. We have used our voices and led the effort to stop the injustice that far too many women have experienced by being

For one of the best examples of supporting women and helping them rise to the top, we don't need to look any further than Albany. By supporting women, we were able to elect our first female (and African American) New York State Attorney General, Letitia James. The Senate Majority Leader is also a female African American, Andrea Stewart-Cousins. When Assembly Speaker Carl Heastie opened the 2019 legislative session, he acknowledged the achievements of those who have helped shatter glass ceilings and made a point of calling out his three top deputies — the majority leader, deputy speaker, and Ways and Means Committee chair— all women. That's a first for New York.

Another first — the Assembly is now one-third female, and the Senate is just one female shy of hitting the one-third mark. The New York City "21-in-21" campaign seeks to get more females to run for office. If half of the American population is female, then it makes sense that half of our elected officials across the board should also be female. Problem is that politics was typically a "male" profession; only in the most recent decades have women started to enter the field. Now we are playing catch up.

We need to do better. We need to close that gap faster, and we can if as women we support other women. We need to lift up our sisters, support our sisters, and celebrate our sisters' accomplishments, rather than tear each other down. In doing so, we all benefit.

I recently read that one nonprofit has found a way to celebrate Women's History Month in a new way. Five prominent women of color in STEM fields are being highlighted on LinkNYC displays throughout the month of March — Jane Cooke Wright, a pioneering cancer researcher and surgeon noted for her contributions to chemotherapy; Marie Maynard Daly, the first African-American woman to obtain a doctorate in chemistry in the United States; Mabel Keaton Staupers, a pioneer in the American nursing profession; Sinah Estelle Kelley, a chemist who worked on the mass production of penicillin; and Susan McKinney Steward, the third African-American woman to earn a medical degree and the first in New York State.

How amazing are those accomplishments? At Local 1180, we have had quite a few accomplishments of our own to brag about. Last year we faced one of our

toughest battles as a labor movement with the Supreme Court case of *Janus vs AFSCME*. The case wasn't really about First Amendment rights, but rather about dismantling the labor movement. It didn't happen. If anything, we became even stronger. We formed our membership brigade that was heavily involved with regrouping, training, and organizing. We focused on finding members and updating our database on where our members work and how to reach them. Of the 9,000 active members we represent, more than 96% have signed dues cards. Our brigade visited more than 200 sites in all five boroughs. That in and of itself is quite an accomplishment.

Our continuous litigation to resolve settlement issues on the EEO case has paid off. Getting compensation for our Administrative Managers, mostly women and women of color, has been a long battle, but we are another step closer to the final end.

We have greatly expanded our use of social media as a communication tool and to increase member involvement and participation. This included our overwhelmingly successful first live-stream Town Hall meeting.

We formed a Bargaining Committee to review demands driven from our surveys to members for the next contract. We have finished our first meeting with the City and are working on additional dates.

Our Borough committees continue to meet monthly with increased member participation and involvement in community issues. We have forged good working relationships with City Council members that have enabled us to help pass Intro 633, paving the way to eliminate wage disparities in city agencies.

We continue to win cases representing members in out-of-title grievances and in disciplinary cases, helping them to keep their jobs where possible.

These are just the highlights of what we have recently accomplished. However, we could not have done any of this without the support and unity of our members. We should all be proud. I know I am proud of the woman I am today because I went through one hell of a time becoming her. However, no one does this work alone. I did not become who I am alone. Remember we are stronger together! ■

We are visionary women, and we are visionary men. After all, achieving equal rights starts with treating one another as equals all the time.

paid less than their male counterparts. We are working to change society, especially in New York City, to make sure that going forward, pay and promotions are based on skill and aptitude, and not the color of your skin, gender, or sexual orientation. We are visionary women, and we are visionary men. After all, achieving equal rights starts with treating one another as equals all the time.

It's not uncommon to hear women talk about how poorly they're treated by men, but what about women at work treating other women just as badly? We speak of wanting equal pay and equal treatment; yet, if we really want to achieve equal status to our male counterparts, then it needs to begin with us. Women need to support other women. We need to highlight and encourage other women when the opportunities arise. After all, what goes around, comes around.

MEMBERS IN ACTION

State of the (Bronx) Borough Address



The Bronx borough's achievements and goals took center stage as Bronx Borough President Ruben Diaz Jr. delivered his 2019 'State of the Borough' address from H.E.R.O. High School/The Samuel Gompers Campus in February. Diaz discussed a wide variety of other issues during the speech, including the state of New York City Public Housing (NYCHA), his #CleanUpNYCHA social media campaign, which uses social media to drive change at public housing developments, announced new legislation in partnership with Assembly Member Marcos Crespo and State Senator Zellnor Myrie, to give NYCHA tenants reductions in their rent when they go without basic services, in the same matter that a rent stabilized tenant in a private building would have, and spoke of the City's plans to build a new jail at the site of the tow pound in Mott Haven, reiterating his opposition to the plan and pointing out that a better site for the jail exists adjacent to the Bronx Hall of Justice at the family court building. Member-at-Large Hilary Bloomfield and Bronx Borough Community Coordinating Committee Chair Carolyn Chammora both attended the event representing Local 1180. At left photo, they are pictured with Diaz. Right photo with NYS Assemblyman Marcos Crespo. ■

Preserving Our Unions Fighting for Social Justice



First Vice President Gina Strickland was a guest panelist in January at an event commemorating the life and legacy of Dr. Martin Luther King Jr. The Queens Alumnae Chapter of Delta Sigma Theta Sorority sponsored the event that included a film and the panel discussion entitled "Preserving Our Unions, Fighting for Social Justice". Joining Strickland were Congressman Gregory Meeks; Councilman Donovan Richards, Councilman Rory Lanceman; Janella Hinds, Central Labor Council & VP for Academic High Schools; Elias Husamudeen President of COBA; Amir Abbady CCA Director of Community Relations; Anthony Wells, President of Local 371; and Shaun D. Francois I, President of Local 372. ■

ASPCA Kicks Off Bargaining for New Contract



Doctors at ASPCA wore their t-shirts to show they stand united in their fight for a fair contract. These doctors have already secured improvements to scheduling, professional development funds, and vacation policies, and are fighting hard for better wage increases. From top left, clockwise Doctors Daniela Gilbert, Matthew Gordon, Florence Lee, Melanie Benatato, Julie DeMeglio, and Melanie Glass. ■



Personal Thanks from Senator Liu

Newly elected State Senator John Liu stopped by the January membership meeting in Queens to personally thank Local 1180 and its members for their huge commitment and dedication to helping him win his election last November. Liu, a longtime supporter of both the labor movement and Local 1180, said he might not have been as successful if not for the Union's help. Pictured from left are Second Vice President Gerald Brown, President Gloria Middleton, Senator Liu, Recording Secretary Lourdes Acevedo, First Vice President Gina Strickland, and Secretary-Treasurer Robin Blair-Batte. ■

We Can All Celebrate

BLACK HISTORY MONTH

By Edward M. Yood



When most people think of the month of February, they typically think of the shortest month of the year. Images of the romantic holiday of Valentines Day, of red roses, chocolate candy, and engagements also come to mind. However, February is also Black History Month — a time to remember and cast a spotlight on important people and events in the history of the African-American movement for justice.

Black History Month began as a weeklong celebration proposed by Harvard-trained historian Carter G. Woodson in 1926 to honor the contributions, achievements, and vibrant history of Black people in the U.S. and the world. Woodson chose the month of February because of the birth dates of Frederick Douglass and Abraham Lincoln on February 14 and February 12, respectively. It is celebrated in Canada, Ireland, the Netherlands, the United Kingdom, and the United States. Following the great strides of the civil rights movement in 1976, President Gerald Ford made Black History Month official, coincidentally during the 200th anniversary of the American Revolutionary War.

But Black History is much more than a month on the calendar; it honors some of the greatest men and women willing to take a stand for equal rights and a better life. In order to see just how far African-Americans have come, it's important to focus on the lesser-known figures who played a large part in history. While everyone knows about Martin Luther King, Jr., Rosa Parks, Harriet Tubman, and Malcolm X, there were dozens who came before and after them who are not quite as famous.

"The history of Blacks and discrimination is an important part of our current fight for equality. That's why we have to keep revisiting that history, and learning everything

we can so that history does not repeat itself down the road. In 2019 we have to question why we are still talking about the color of our skin," said Local 1180 President Gloria Middleton."

If you are reading this story with the lights on, then you can thank **Lewis Latimer** (1848-1928), the son of runaway slaves who settled in Chelsea, Massachusetts. Although he has a large number of inventions to his name, including a safety elevator, perhaps his greatest achievement is his work on the electric light bulb. While Thomas Edison is credited with actually inventing the lightbulb, it originally had a lifespan of just a few days. It was Latimer who found a way to create a filament system that extended the life of the lightbulb. Latimer was the only Black American on Edison's elite team of inventors.

Most Americans probably never heard of **Sojourner Truth**, an African-American abolitionist and women's rights activist who helped recruit black troops into the Union army during the civil war. She was born into slavery before New York had abolished it, but escaped in 1826. After going to court to recover her son in 1828 who had been illegally sold to an owner in Alabama, she became the first black woman to win such a case against a white man.

In May 1851, she attended the Ohio Women's Rights Convention in Akron, Ohio, where she delivered her famous speech on women's rights, "Ain't I a Woman." A poster with her pictures and words from her speech hangs in the hallways of our great union, CWA Local 1180.

Frederick Douglass was an African American abolitionist, writer, orator, statesman, and active supporter of woman's suffrage who also escaped from slavery. He wrote his first book in 1845. His first autobiography, *Narrative of the Life of Frederick Douglass, an American Slave*, a best seller, was so successful that some racist critics questioned whether it could have been written by a black man. He was also the most photographed American of the 19th century.

Ida Bell Wells, also born into slavery, was an African-American investigative journalist, educator, and an early leader in the Civil Rights Movement. She was one of the founders of the National Association for the Advancement of Colored People (NAACP).

On May 4, 1884, a train conductor with the Chesapeake & Ohio Railroad ordered Wells to give up her seat in the first-class ladies car and move to the smoking car,



which was already crowded with other passengers. The previous year, the Supreme Court had ruled against the federal Civil Rights Act of 1875, which had banned racial discrimination in public accommodations.

On October 26, 1892, Wells began to publish her research on lynching in a pamphlet titled *Southern Horrors: Lynch Law in All Its Phases*. She followed up with greater research and detail in *The Red Record: Tabulated Statistics and Alleged Causes of Lynching in the United States* in 1895, a 100-page pamphlet describing lynching in the United States since the Emancipation Proclamation of 1863.

It's a little-known fact that the concept of inoculation was actually introduced to America by a Boston slave named **Onesimus**. He described to his owner Cotton Mather the process of inoculation that had been performed on him and others in Africa. When Boston experienced a smallpox outbreak in 1721, Mather promoted inoculation as protection against the disease. A local physician carried out the method Onesimus had described on 242 patients, and only six died, compared to 844 deaths among the almost 6,000 non-inoculated smallpox patients.

While Onesimus might have been one of the first African-Americans to make an outstanding contribution to the medical field, he was far from the last. **Dr. Rebecca Lee Crumpler** was the first African-American woman physician in the United States. Born in 1831, she first worked as a nurse in Massachusetts between 1852 and 1860, according to PBS. She was eventually accepted to what was called the New England Female Medical College and earned her medical degree in 1864, according to reports. She practiced medicine in Boston and Richmond, Virginia, primarily working with the poor, who had limited

access to medical care. In 1883, Crumpler published a renowned book, *Book of Medical Discourses In Two Parts*, which many believe is the first medical text written by an African-American author.

Matthew Alexander Henson was an African-American explorer who, along with Navy Lieutenant Robert Edwin Peary, led the first expedition to the North Pole. While it was actually Henson who was the first to set foot at the North Pole, it was Peary who got the credit due to the racial superiority complex at the time. Henson finally received his due justice, however, with a Congressional Medal in 1944 and a Presidential Citation in 1950; he is now universally recognized as co-founder of the North Pole.

Another powerful woman to include in the long list of accomplishments would be **Bessie Coleman**. Born in 1892, she was one of 13 children. She worked hard in her childhood, picking cotton and helping her mother with the laundry, none of which stopped her from graduating high school. After seeing some newsreels on aviation, Bessie wanted to become a pilot, but no U.S. flight schools would accept her because she was Black and female. Not one to take no for an answer, Bessie saved enough money to go to France where she heard women could be pilots. In 1921, she became the first Black woman in the world to earn a pilot's license.

In the 20th century, **A. Philip Randolph** was an African-American leader in both U.S. Civil Rights Movement and the American labor movement. In 1925 he organized the Brotherhood of Sleeping Car Porters, the first predominantly African-American labor union. He helped organize labor support to pressure President Franklin Roosevelt to end discrimination in defense plants and President Harry Truman to desegregate the U.S. armed forces. He was also the leading organizer of the famous 1963 civil rights March on Washington.

Almost everyone has heard of **Rosa Parks**, who in late 1955 refused a white racist bus driver's order to give up her seat to a white passenger and was arrested for civil disobedience that led to the Montgomery bus boycott and the rebirth of U.S. Civil rights movement. What most Americans do not know, however, is that before Rosa Parks, there was **Claudette Colvin**. On March 2, 1955, the 15-year-old schoolgirl refused to move to the back of the bus, nine months before Rosa Parks took a stand. When the bus driver ordered Claudette to get up, she refused, "It felt like Sojourner Truth was on one side pushing me down, and Harriet Tubman was on the other side of me pushing me down. I couldn't get up." Colvin was arrested and thrown in jail. She was one of four women who challenged the segregation law in court. She wasn't chosen as the poster child for the cause, however, because at the time, the NAACP and other Black organizations felt Rosa Parks was a better fit as an adult with the right look.

Ever heard of **Daisy Bates**? Not too many Americans can claim they know about the civil rights activist and her work on behalf of the Little Rock Nine, the nine black students who were attending an all-white school as part of the school's desegregation. Bates escorted these students to the school amid intense opposition and heavy threats, and continued to advocate for them once they were enrolled. She was president of the NAACP in Arkansas, where she is now honored with a state holiday on the third Monday of February.

Josephine Baker was an American born black entertainer, civil rights activist, and French anti-Nazi agent, who moved to New York to pursue her dream to be an entertainer. When opportunities for her entertainment career were diminished by racial discrimination in 1920's America, Baker moved to France and became an international star as the first African-American to star in a major motion picture in 1927. When Adolph Hitler occupied France, Baker joined the resistance against the Nazis and collected information about German troop locations from officials she met at parties. Although based in France, Baker supported the U.S. Civil Rights Movement during the 1950s. When she arrived in New York, she and her husband were refused reservations at 36 hotels because of racial discrimination. Baker refused to perform for large fees before segregated audiences and wrote articles opposing racial segregation. Because of her civil rights work, the NAACP declared May 20 as Josephine Baker Day. In 1963, she was the only official female speaker at the March on Washington at the side of Martin Luther King Jr.

Thurgood Marshall was the legal general of the U.S. civil rights movement winning ground-breaking court decisions knocking down discrimination laws, including those that ended racial segregation in public education. In 1967, he was rewarded for his sage achievements on the legal battlefield by being appointed the first African-American justice of the U.S. Supreme Court.

Lorraine Hansberry was an African-American playwright and writer, and was the first black female author to have a play performed on Broadway. Her best-known work, *A Raisin in the Sun*, highlights the lives of Black Americans living under racial segregation in Chicago. At the young age of 29, she won the New York Drama Critics' Circle Award — making her the first African American dramatist, the fifth woman, and the youngest playwright to do so.

The contributions of African Americans have helped shape our country and culture. It's through the myriad efforts of so many whose names go unrecognized that we have the ability to see the world change. In the words of **Spike Lee** at the 2019 Oscars: "The word today is irony. The date, the 24th. The month, February, which also happens to be the shortest month of the year. Which also happens to be Black History Month. The year, 2019. The year, 1619. History, herstory. 400 years ago our ancestors were stolen from mother Africa and brought to Jamestown, Virginia enslaved. Our ancestors worked the land from can't-see-at-morning to can't-see-at-night... Before the world tonight, I give praise to my ancestors who built our country, along with the genocide of our native people. We all connect with our ancestors. We will have love, wisdom, we'll regain our humanity. It will be a powerful moment." ■

MEMBERS IN ACTION

February Membership Meeting Draws Large Turnout



Local 1180's February Membership meeting drew a large crowd of members, and featured a guest presentation by Dennis Walto, CEO of the Children's Health Fund (CHF), a non-profit initiative that operates mobile medical clinics to provide health care to children and families in need. CHF focuses on addressing the divide between low-income communities, as well as adequate health care, and has an impressive technological reach to rural areas that are often neglected. CHF has consistently served as an advocate for children across America and continues to fight at all levels of government for policies that facilitate access to quality health care. CHF has demonstrated the importance of their work by improving the lives of children on a national scale and has been a saving grace in the aftermath of many disasters, such as the September 11th attacks and Hurricane Katrina, which had detrimental physical and psychological effects on Americans everywhere. ■

WFTU Leaders Discuss Women Issues at 1180



Left: Two women leaders of the World Federation of Trade Unions (WFTU), Anda Anastasaki and Tasia Koutsoupi, spoke at Local 1180 as part of their visit to New York.

Right: Mathapelo Grace Khanye, WFTU Coordinator, Working Women's Committee, from National Union of Mineworkers, South Africa.



Leaders of the World Federation of Trade Unions (WFTU) were in New York for the 63rd session of the United Nations Commission on the Status of Women and allocated a few hours of their time to visit Local 1180. The three spoke about inequity issues women in their respective countries face and the role women play in trade unions. "We need to spread our scope and outreach and have unity amongst all women everywhere," said Mathapelo Grace Khanye, WFTU Coordinator. The WFTU was founded in Paris on October 3, 1945, and is the oldest international trade union organization. There is Permanent Representation of the Organization in the United Nations, in FAO in Rome, and the UNESCO in Paris. Currently the WFTU has 92 million members in 176 countries. The rich action of the WFTU on central, regional, and sectoral levels has aimed to unite the forces of the working class in class struggles; to unite the workers no matter their ideology, religion, language, or gender; and unite the simple people in the struggle against capitalist exploitation and imperialism. Local 1180 President Gloria Middleton told the WFTU Coordinators that "here in America, we have the same struggles you do in your countries. We have the same issues." Khanye told a story of being kidnapped at work and her now-husband having to buy her back with a cow. "We need to stand together as women and understand the plight we all face in all countries. No one will be able to help if they don't understand the plight. Issues of women are a daily challenge." For more information on the WFTU, go to www.wftucentral.org ■

Labor Relations Collaboration



President Gloria Middleton was invited to partake in a panel discussion at Howard University School of Law in Washington, D.C. regarding labor-management collaboration. Middleton spoke about the union's EEO case against the City of New York and gave background on how the case came to be. Other panelists were Winston Ellis, Senior Labor Relations Officer, Washington Metro Area Transit Authority; Kevin Jenkins, Labor Lawyer and Former General Counsel, Utilities Workers Union of America; Sandra Joseph, Director of Human Resources and Administration, Local 1199 SEIU United Healthcare Workers East; and Kathy King, Regional Director, National Labor Relations Board. ■

Getting Ready to Ratify

Marilyn Lyles, Jasmine Perez, Suraya Begum, Dolly Nurannahar, and Liana Celaj are teachers and teachers assistants at Books and Rattles. They've been fighting for nearly two years for a contract and now they're just awaiting the final approval from management and are ready to vote to ratify. ■



Women's March

Member-at-Large Hilary Bloomfield and Deborah Brathwaite from the NYC Coalition of Labor Union Women, proudly marched in this year's Women's March on January 19 in Manhattan. The annual event began in response to misogynistic remarks made by Donald Trump when he was running for president. ■



Press Conference for Equality

Local 1180 members came out in full force on December 20 to join with City Council Majority Leader Laurie Cumbo and Speaker Corey Johnson at a press conference held immediately prior to the Council vote on passage of Int 633 that requires City agencies to annually report their data on gender, pay, and titles, to make sure there are no instances of pay discrimination. Cumbo, the bill's main sponsor, has been a huge advocate for pay and gender equality, and is supportive of Local 1180's objective to stop discrimination across the board. See back page for full story. ■



Training Private Sector Stewards



On February 23, 16 private sector Shop Stewards attended an all-day steward training run by Staff Rep Lena Solow and Organizer Leslie Fine. Stewards worked on skills like mapping their workplaces and mastering the campaign creation process surrounding workplace issues. They're ready to take their lessons back to their shops and stay CWA Strong. ■

LOBBY DAY 2019

Union Counts On Strong Legislative Relationships for Positive Outcomes

More than 100 Local 1180 members, staff, and officers traveled to Albany on Tuesday, March 12 for CWA District 1's annual Lobby Day. It was a sea of red in the Capitol and the Legislative Office Building as members met with Senators, Assembly members, and their staffs to discuss issues of importance to CWA.

The District 1 Legislative Agenda for 2019 includes Safe Staffing, NYS Call Center Jobs Act, Making Traffic Enforcement Agents Peace Officers, Ban on Salary History, Protect the Personal Privacy of Public Sector Workers, Funding for the new CUNY School of Labor and Urban Studies, Fair Elections, and Safe Staffing for Quality Care Act.

"Throughout New York, CWA members have been speaking out for the vital need for safe staffing ratios for healthcare workers in our hospitals and nursing homes, we have been fighting to save call center jobs that are being outsourced, and we have been pressuring our legislative leaders to adequately fund the School of Labor and Urban studies so our members have the capability of furthering their education," said Local 1180 President Gloria Middleton.

"But most of all, we are doing everything we can to support the Salary History ban bill that would help close the gender wage gap by banning the question of an applicant's salary history during the interview process," she said. "Pay and gender equality are at the forefront of Local 1180 initiatives, so we have gone above and beyond to make sure that Senators and Assembly members who we supported in elections know that they must vote to pass this bill."

While many factors contribute to the gender pay gap, including occupational segregation, patterns of work, and even discrimination, the disparity in earnings

between women and men from the 2015 Census Bureau says it all. U.S. women working full time were paid just 80 percent of U.S. men's median earnings — a 20 percent gap. "While these numbers have come as a shock to some, they are not news to Local 1180. This discrimination is exactly what our EEO case is all about," Middleton said.

Another bill at the top of Local 1180's political agenda is one that would prohibit disclosure of public sector workers' home addresses, personal telephone numbers, cell phone numbers, and email addresses. Middleton said that both Second Vice President Gerald Brown and Legislative Coordinator John O'Malley have been working with the union's lobbyist to make sure this budget item is dealt with in 2019.

"Ever since the *Janus* case, public sector workers' personal information is being used to attack, harass, and intimidate workers into withdrawing from their unions by those groups seeking to undermine labor's voice," Brown said. "This is a matter of worker safety and privacy. New York State cannot, and will not, subject public sector workers to being endangered for any reason. That's why this legislation is so important."

Brown said that the dozens of legislators that 1180 members visited commented on their professionalism and knowledge of the bills being discussed. The union and District 1 both have a strong presence in Albany that helps advance the legislative agenda.

"We thank those members who used their own time to make the trip to Albany and partake in such an important event," Brown said. "It's through these united efforts that we are able to be successful." ■



LOCAL 1180 MEMBERS WHO ATTENDED LOBBY DAY 2019



Gloria Middleton, President
Gerald Brown, Second Vice
President

Executive Board Members
Venus Williams
Helen S. Jarrett

Staff
Leslie Fine
Teesha Foreman
Romano Jones
John O'Malley
Lena Solow
Deborah Valentin
Desiree Waters

BCCC Chairs
Priscilla Carrow, Queens
Carolyn Chamorro, Bronx
Verna Finley, Brooklyn
Rosie Roman, Staten Island
Florence Anthony

Members & Retirees
Kit Au
Carrie Ballah
Joyce Barnes
Marc Baron
Elaine Blair
Therese Brand
Ingrid E. Brown-Lewis
Lelia Brunson

Floretha Bryant
Joan Bryant
Debra Busacco
Carmen Carter
Dorina Castillo
Brenda Clinton
Bernice Delaney
Otissa Dillard
Mark Duke
Kecia Edey
Monise Etienne
Judith Felder
Ericka Fields
Delilah Fitchett
Valarie Francis-Williams
Jacqueline Frazier
Sandra Gee
Ava George
David Gerber
Marilyn Gipson
Fannie Glenn-Reed
Angela Greaves
Ava Green-Harris
Carol Griffith
Marie Guery
Audrey Henderson
Dana Holland
Cheryll James
Audrey Jeffrey
Gloria Johnson
William Johnson
Deborah Kellman
Yugashwarie (Shelly) Kista

Sepa Lee
Olivia V. Livingstone
Mason Logie
Jacqueline Marshall
Sheri Mattler
Julia McCraw
Brenda McDonald
Darlene Merchant
Stephanie Miller
Leandro Monzon
Olive Moses
Sherene Nettles
Diane Owens
Beverline Parks
Elvis Philips
Helen Porter
Earlene Powell
JoAnn Richards
Rita Richards
Kallai Saell-Griffith
Alicia Smith
Tracy Stuckey
Myra Sylman
Jeanette D. Taylor
Paulette Thomas
Veronica Thompson
Meredith Tranberg
Debera Tyndall
Loretta C. Williams
Evadne Wilson
Veronica Windley
Edward Yood



“Ever since the *Janus* case, public sector workers’ personal information is being used to attack, harass, and intimidate workers into withdrawing from their unions by those groups seeking to undermine labor’s voice. This is a matter of worker safety and privacy. New York State cannot, and will not, subject public sector workers to being endangered for any reason. That’s why this legislation is so important.”

— Gerald Brown, Second Vice President





State Legislature Moves Fast to Get Record Number of Bills Signed Into Law

By John O'Malley
Local 1180 Legislative Coordinator

In the late hours of the session on March 12, 2019, the New York State Senate passed S.1826-A, the save "New York Call Center Jobs" Act. During its passage, one Senator after another stood to explain his or her vote. Each one vocalized the importance of keeping jobs in New York, especially when the call center's corporation had received a tax break or grant from the people of New York State. And after each Senator thanked the bill's sponsor, they then thanked CWA — on the record, on the floor of the Senate — for more than a decade of struggle to make this happen. What changed?

One thing that many of the Senators who stood to speak in support of the bill had in common is that most were

In addition to working on the budget, legislators have been working furiously to pass other legislation that for years had been held up. So far this year, 42 bills passed in both houses and the governor signed 19 bills (see above chart). This is a vast improvement from past years. None of this would have happened under the former makeup and leadership of the New York State Senate.

One of Local 1180's most important legislative issues this year is a bill that would make it illegal to inquire about a person's salary history in order to make a salary offer during an employment interview. This will help close the persistent gender pay gap where a woman makes much less than a man, and where a woman of color makes dramatically

less than a white man. This statewide initiative will expand upon Local 1180's success last year in helping to pass a similar measure in New York City with our community Partners from PowHer NY and A Better Balance. A second legislative priority is working to protect the privacy of public workers. This provision will keep outside, anti-union forces

labor history, but also receive the critical education they need to advance in their careers.

Finally, we are fighting to restore cuts to Medicaid funding that were proposed in the New York State budget. The proposal would have cut Medicaid funding by \$550 million overall and would result in a funding shortfall for NYC H+H of about \$40 million. Along with other unions, community groups, and hospitals, we are opposed to this cut and are working to restore and expand the funding.

The annual CWA Lobby Day was on March 12. Approximately 100 Local 1180 members supported the issues along with many other issues that are important to our sisters and brothers in CWA. Just like ours, the ones critical to them have been stuck in the quicksand for many decades and are now seeing the potential to pass. Senate Majority Leader Andrea Stewart-Cousins came to talk to CWA, and was joined by Jessica Ramos, Chair of the Senate Labor Committee, Assemblywoman Diana Richardson, and Senator Zellnor Myrie. Of course, Local 1180 President Gloria Middleton inspired the crowd, which consisted of a majority of 1180 members. Members participated in approximately 25 individual lobby visits, and just as many visits with legislators by speaking with them in the lobby outside the chambers. It was a virtual sea of red! The veterans of 1180 taught new participants the ropes, and many came to realize how important it is to make our voices heard. Several new participants said that they are ready to come back again! Thanks to Second Vice President Gerald Brown for getting us there so we could demonstrate our prowess!

"Plus ça change, plus c'est la même chose!" — "The more things change, the more they stay the same!" While this may be true in many areas of our lives, it is not when it comes to the 2019 New York State Senate. One thing we know for sure is that this is the dawn of a new day, the beginning of a new paradigm. "Once social change begins, it cannot be reversed. We have seen the future, and the future is ours," said Caesar Chavez. Nothing could be further from the truth. ■

	# of Bills Passed by Both Houses by President's Day	# of Bills Passed Both Houses by March	# of Bills Signed Into Law by March
2009	3	4	4
2010	4	18	1
2017	18	22	7
2018	31	45	3
2019	34	42	19

part of the new freshman class of 2019. These senators were part of a new majority that turned the senate into a progressive, pro-union bastion. Some long-term and entrenched members were discarded, and we also lost some of 1180's historical champions. But those losses, while disappointing, have been overshadowed with hope because the resulting Senate has demonstrated the ability and willingness to work with the Assembly and pass bills that would not have previously even come to the floor for a vote. We now are beginning to enjoy those spoils, because the old process is gone.

from accessing members' private records and prevent them from visiting, calling, emailing, or otherwise harassing us. This is an important "next-step" in the fight against the effects of the Janus decision.

Thirdly, Local 1180 is seeking funding for the Murphy Institute, now known as the City University of New York, School of Labor and Urban Studies (CUNY SLU). For many years, Local 1180 led the struggle to establish and keep funding for this critical institution. This year, we continue the fight to retain the funding needed for this new school and provide both transitional and ongoing funding so that working people can not only learn about

Trying to reach your Staff Representative?

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

However,

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

staffrepervices@cwa1180.org

(Please include your name, agency, and department/unit) to reach a Staff Rep who can assist you in the short term.)



GERALD BROWN

Second Vice President

If You Think It's a Conflict of Interest, It Probably Is

We have spoken about conflicts of interest for City workers many times. Despite our best efforts to make sure that our members understand the rules of what they can and cannot do while at work, we have found ourselves having to represent members far too often based on a simple statement: "I didn't realize it was a problem."

New York City, like most governments, has a Conflicts of Interest Board (COIB) that is charged with interpreting and enforcing the conflicts of interest code for New York City's public servants, contained in Chapter 68 of the City Charter. While this is not considered light or fun reading, it is something that our members must be aware of. The comprehensive ethics code was enacted to preserve both the perception and reality of integrity in City government, and includes

live as it shines a positive light on not only the member, but Local 1180 as well. However, this just is not time you can allocate when at work.

When it comes to areas in which Local 1180 encourages members to get involved, that often involves becoming a Community Board member. We think it is important to have labor's voice, and that of Local 1180, on as many Community Board as possible. However, there are conflict of interest rules you must be aware of.

In fact, the City's website on conflict of interest has a separate section on this topic and lists the top nine things Community Board members need to know. If you are a Community Board member, ask questions if you are concerned. Everyone should please pay careful attention to numbers 1 and 5.

1. **Community Board members are part-time public servants subject to the City's conflicts of interest law.**
2. Community Board members cannot vote on any matter that could result in a personal and direct economic gain for themselves or any "associated" person, business, or not-for-profit organization.
3. Community Board members may participate in discussions about matters in which they have an interest only after disclosing that interest to the Community Board.
4. Community Board members may not represent their private business or a private client before their Community Board.
5. **Community Board members who also work for a City agency cannot vote on any matter concerning their City agency.**
6. Community Board members cannot have a job or ownership interest in companies or not-for-profit organizations that do business with their Community Board.
7. Community Board members may serve on committees that regularly consider matters concerning their private interests but cannot vote on such matters and must disclose their interest before discussing such matters.
8. Community Board Committee Chairs cannot have an interest in a firm or not-for-profit organization that regularly has matters that come before the committee.
9. Community Board Chairs are permitted to have interests in companies or not-for-profit organizations that have matters that come before their community board, so long as they step down as Chair at meetings where such matters are discussed or voted on.

The Conflict of Interest Board was not established to punish wrongdoing, but to prevent it. They are not tasked with catching City workers doing something wrong, but with teaching them what is wrong so there is never the appearance of impropriety.

Based on the calls we receive at the union regarding conflict of interest questions, here are a few more of the top areas members question the most.

- **Superiors** may not solicit charitable donations or sales from subordinates. However, **coworkers of equal rank** may solicit donations from each other and superiors may contribute up to \$25 to a subordinate's charitable activities.
- Superiors and subordinates may jointly participate in and contribute to intra-office social events such as baby showers, holiday parties, and retirement parties. For such events, all contributions should be voluntary.
- City employees may not use their City positions to privately or personally benefit themselves or any "associated" person, business, or not-for-profit organization.
- City employees must recuse themselves from dealing with associates in their City jobs. For example, a City employee may not hire, recommend for a job, or supervise an associate; review any documents or contracts related to an associate or an associate's private interests; or evaluate an associate's application for City-related services. Associates of a City employee include a parent, spouse, sibling, child, and any person, business, or not-for-profit with whom a public servant has a business or financial relationship.

Bottom line is this. If you are involved in any form of outside venture — a separate business, volunteer work, political campaigns, community boards — read the City's Conflict of Interest rules. Understand them. Call the COIB if you have questions. Get clarity without uncertainty. Call your Staff Rep at the Union if you are questioning any aspect of the rules, and definitely call if you find yourself in trouble.

The link for all the rules is <https://www1.nyc.gov/site/coib/the-law/the-law.page> ■

Through a combination of engaging training, confidential advice, and vigorous enforcement, the Board seeks to prevent ethics questions from becoming ethics problems for public servants.

standards to govern conflicts between the public duties and private interests of workers. It covers such topics as gifts, outside employment, volunteering, political activities, and misuse of position.

While it would be impossible here to delve into all the ways that members can find themselves violating COI rules, I think it's important to once again review the **major** areas where our members have had issues.

First of all, **never use any amount of City time or resources**, including a City computer, email account, or phone, for any outside job or private business. Everything you do on your work computer can be monitored by your agency's IT department. Save your personal business for personal time, especially if it involves a company you own outside of your City job. This is something we cannot stress enough.

Along these same lines, City employees may not use any City time or resources for any political purpose. This is the main reason that as a Union, we do not send emails to our members at work if those emails pertain to anything political. We often have members ask us why we request both work and personal emails, and this is exactly why. You also may not use any amount of City time or resources for your volunteer work. We are always glad when our members get involved in the communities in which they

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

October 23, 2018

Meeting called to order at 6:30 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, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams

Absent: Denise Gilliam and Hazel O. Worley, Members-at-Large

Minutes of the August 28, 2018, 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. She announced that the CWA Local 1180 Family & Friends Fun Day was a success. A good time was had by all. Complete report for the event will be submitted by Hazel O. Worley.

August 28, 2018 — Held a consultants meeting with the Advance Group. Later, she chaired the weekly staff meeting and the monthly Executive Board meeting.

September 4, 2018 — Chaired the weekly Local 1180 staff meeting. That evening, chaired CWA Local 1180 Administrative Manager's meeting at Lincoln Hospital to update members on the terms of the proposed Administrative Manager EEO Settlement. More than 200 members attended the meeting.

September 5, 2018 — Chaired a special CWA Local 1180 accountant's meeting.

September 6, 2018 — Met with Doug McCabe, President of Union Web Services, to discuss the Drupal courses offered to Local 1180 members. That afternoon, she attended the EEO Court hearing. That evening, President Middleton attended the Labor Power 50 Reception where she was recognized as one of the community leaders on the rise. She was accompanied by Vice Presidents Gina Strickland and Gerald Brown, Secretary Treasurer Robin Blair-Batte, and Recording Secretary Lourdes Acevedo.

President Middleton distributed and discussed status reports dated September 1, 2018, and October 1, 2018, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed thank you letters from Governor Andrew M. Cuomo, Lt. Governor Kathy Hochul, Attorney General Letitia James, and State Comptroller Tom DiNapoli recognizing Local 1180's continued support. She also distributed a letter from the New York City Central Labor Council, AFL-CIO, thanking her for her participation on the panel in the Janus Educational Forum. Lastly, she distributed the August 27, 2018, 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:

September 3, 2018 — Held monthly conference call with Amy Young, Esq. CWA District 1 Attorney, for updates on CWA Local 1180 outstanding cases.

September 4, 2018 — Attended the Administrative Manager's meeting.

September 5, 2018 — Attended the Lights of Freedom Awards ceremony and accepted the award on behalf of President Middleton.

September 6, 2018 — Reviewed PAA et al bargaining committee surveys to discuss upcoming Shop Steward training.

September 8, 2018 — Attended the NYC CLC 2018 Labor Day Parade.

September 10, 2018 — Attended the CWA Local 1180 General Membership meeting.

September 11, 2018 — Attended weekly staff meeting.

September 13, 2018 — Wrote letters to Labor Leadership Development class. Later that day, conducted Staff Representative interviews.

September 14, 2018 — Attended a Step I Grievance meeting at Planned Parenthood with Staff Representative Lena Solow regarding a senior Shop Steward. Later that day, attended a meeting at the Brooklyn District Attorney's Office.

September 17, 2018 — Conducted three more Staff Representative interviews.

September 25, 2018 — Conducted a conference call with Cherri Senders, Publisher at Labor 411.

September 26, 2018 — Attended the MLC General Membership meeting. Later that day, held a conference call with Matt Campese from H+H regarding new member orientation. They will send CWA Local 1180 updated lists as new members are hired.

October 3, 2018 — Attended EEO Court hearing.

October 10, 2018 — Attended the DEP Employee Recognition Ceremony. Several DEP members were honored and a special honor was presented in memory of Lilly Davenport who passed away the previous year. Later that day, she attended the Open Society Foundation Welcome Party at Local 1180.

October 11, 2018 — Attended the Department of Finance Labor Management meeting with Staff Representative Teesha Forman.

October 17, 2018 — Attended a Step II Grievance meeting at Planned Parenthood with Staff Representative Lena Solow regarding a senior Shop Steward.

First Vice President Gina Strickland will submit the Staff Representative activity reports at next month's 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:

September 4, 2018 — Attended the Administrative Manager meeting at Lincoln Hospital.

September 5, 2018 — Chaired the Education Fund Trustee's meeting.

September 8, 2018 — Attended the NYCCLC Labor Day Parade.

September 10, 2018 — Attended the monthly General Membership meeting.

September 13, 2018 — Coordinated activists for New York State Primary Day Elections.

September 24, 2018 — Attended an event sponsored by NYS Senate Democrats. This was a mobilization event in preparation of taking back the NYS Senate in the November 6th General Election.

October 3, 2018 — Attended a one-day Political and Legislative Day on Long Island sponsored by the NYC CLC. The group is hoping for the best in the November 6th General Election. By taking back the NYS Senate, hopefully a progressive legislative agenda can move forward.

October 10, 2018 — Attended the open house reception for the Lilly Davenport Open Society Foundation members. The foundation members are the newest to join CWA Local 1180.

October 13, 2018 — Conducted part one of the Pre-Retirement Seminar at Local 1180.

October 20, 2018 — Facilitated part two of the Pre-Retirement Seminar at Local 1180.

October 22, 2018 — Attended the quarterly Education Fund Directors meeting. Later, attended a meeting with officials from DCAS, where they discussed education programs offered by DCAS. They also discussed their plans for the future.

Second Vice President Brown advised that in upcoming publications of the Communique, there will be a frequently asked Civil Service Q&A.

Brown advised that Staff Representative Teesha Foreman and Executive Board Member Denise Gilliam have volunteered to represent Local 1180 at the Civil Service Merit Counsel.

Brown advised that the member brigade conducted 113 work site meetings from February 2018 through October 23, 2018.

Second Vice President Brown thanked everyone for their support and hard work in making Tish James the winner of the September 13th NYS Primary for NYS Attorney General. Also he noted that all the Union's endorsed candidates for statewide offices were successfully elected.

Motions were duly made, seconded, and carried to endorse the same statewide candidates for the November 6th General Election: Andrew Cuomo for Governor, Kathy Hochul for Lieutenant Governor, Thomas DiNapoli for Comptroller and Letitia "Tish" James for Attorney General.

In addition, motions were duly made, seconded, and carried to endorse nine candidates running for NYS Senate. These are races the Union strongly feels will be important in taking back the NYS Senate:

Long Island
District 5: James Gaughan
District 7: Anna Kaplan
District 8: John Brooks

New York City
District 11: John Liu
District 23: Diane Savino
District 31: Robert Jackson

Hudson Valley
District 39: James Skoufis
District 41: Karen Smythe
District 42: Jen Metzger

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 June 2018 through September 2018. She advised that the T.D. checking account has a balance of \$292,298.76 as of C.O.B October 23, 2018.

Secretary-Treasurer Blair-Batte announced that there was a total of 8,285 CWA Local 1180 active members as of July 2018, 8,310 as of August 2018, and 8,293 at the end of September 2018.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced the following:

October 3, 2018 — Attended the EEO settlement hearing.

October 17, 2018 — Attended the 2018 Staten Island Democratic Gala honoring Letitia "Tish" James.

Members-at-Large Reports

Venus Colon-Williams announced that the 2018 Pajama Drive has commenced. The deadline for members to bring in pajamas will be December 7, 2018. She also announced the deadline for the 2018 Toy Drive is December 8, 2018.

Hilary Bloomfield announced that Community Boards are holding mandatory EEO Policy training. They are also providing Sexual Harassment trainings. She volunteered to work for Letitia "Tish" James' campaign. She attended a fundraiser for Carl E. Heastie who is running for New York State Assembly. Lastly, she attended an event for Jamal Bailey.

Helen S. Jarrett announced that she attended a fundraiser for John Liu who is running for New York State Senate. Additionally, she attended a rally for Andrew Cuomo on September 18, 2018. Lastly, she attended a fundraiser for Christine Pellegrino who is running for New York State Assembly.

Debra Paylor announced that following events she attended on behalf of Local 1180:

September 27, 2018 — Attended the Community Voices Heard meeting.

September 29, 2018 — Attended the Trouble Makers School.

October 4, 2018 — Attended a Fundraiser for Diane Savino.

October 10, 2018 — Attended the OSF Welcome Celebration.

October 11, 2018 — Attended the CWA Local 1180 Community Board Training.

October 16, 2018 — Attended the Manhattan Borough Coordinating Committee meeting.

October 22, 2018 — Attended the H+H Seminar at the Central Office with Dr. Katz. She was accompanied by Executive Board Member Lisa Lloyd.

Next meeting date of the Executive Board is November 27, 2018.

Motion was duly made, seconded, and carried to adjourn at 8:40 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 27, 2018

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 October 23, 2018, 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.

October 24, 2018 — Chaired the CWA Local 1180 Trustee's meeting.

October 25, 2018 — Attended the Department of Citywide Administrative Services (DCAS) Employee Recognition Ceremony. That afternoon, met with NYCTA to discuss the EEO Settlement.

October 29, 2018 — Reviewed PowerPoint presentation for upcoming General Membership meeting. That evening, attended a fundraiser for Letitia "Tish" James. She was accompanied by Second Vice President Gerald Brown and Executive Board member Helen S. Jarrett.

October 30, 2018 — Chaired the weekly CWA Local 1180 staff meeting. That evening, she chaired the CWA Local 1180 General Membership meeting. Shop Stewards Regina Kelly and Rose Reeves were presented with the CWA Local 1180 Recognition Award.

November 1, 2018 — Met with Doug McCabe, President of Union Web Services, regarding the Drupal Training and budgetary items. Later that day, she met with Jocelyn Richardson to discuss upcoming training courses for CWA Local 1180 members. That evening, she recorded the robocal script about the upcoming mid-term elections.

November 3, 2018 — President Middleton attended and gave opening remarks at the CWA Local 1180 Shop Steward Assembly for PAA et al bargaining. There was a good turn out.

November 7, 2018 — Attended the New York City Employee Retirement System (NYCERS) Recognition Ceremony. She was accompanied by Staff Representative Desiree Waters.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

November 10, 2018 — Attended Part II of the Shop Steward PAA et al Bargaining Assembly. The following five Shop Stewards were elected to represent CWA Local 1180 members at bargaining: Carmen Carter, New York City Department of Citywide Administrative Service; Rose Reeve, New York City Housing Preservation and Development; Floretha Bryant, New York City Department of Correction; Zenola Fields, New York City Department of Finance; and Elaine Blair-Walker, H+H.

November 13, 2018 — Chaired a special CWA Local 1180 Trustees meeting to review the Dental Plan. The Trustees are looking at ways to expand the network in order to give members more choices of dentists. That afternoon, she chaired the weekly staff meeting. That evening she reviewed the PowerPoint presentation for the upcoming General Membership meeting.

November 14, 2018 — Attended the New York City Department of Education (DOE) Employee Recognition Ceremony. That afternoon, she held a private sector guidance meeting with Staff Representative Lena Solow. Later, she attended the 21 in 21 Fundraising event where she was honored.

November 15, 2018 — Attended the New York City Central Labor Council (CLC) Executive Board meeting. She presented the Executive Board with a letter written to Rick D. Chandler, Commissioner of NYC Buildings, on behalf of the hard-working men and women in the labor movement to express support for the Remember the Triangle Fire Coalition and its initiative to build a public art memorial to honor the legacy of the 146 factory workers who died in the horrific Triangle Shirtwaist Factory fire. Given their success in bringing labor, community, and elected officials together, our union supports the Coalition in its efforts to provide the city with this long-overdue workers' memorial. In addition, the CLC passed the following resolutions: Protecting the Public Safety and Jobs in the Age of Autonomous Vehicles in the New York City Public Transit System; and Support of the Campaign for Postal Banking.

November 19, 2018 — Held a conference call with Secretary-Treasurer Robin Blair-Batte discussing committee issues.

November 26, 2018 — Attended a site meeting at Woodhull Hospital, accompanied by Staff Representative Kevin Hines, thanking members for their continued support and answering member questions. Later that day, she attended the MLC Steering Committee meeting.

November 27, 2018 — Held a consultants meeting with the Advance Group. That afternoon, she chaired the weekly staff meeting. That evening she chaired the monthly Executive Board meeting.

President Middleton distributed and discussed the status report dated November 1, 2018, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She distributed thank you letters from New York State Senator Diane J. Savino and New York City Council Speaker Corey Johnson for CWA Local 1180's continued support. Lastly, she distributed the November 27, 2018, 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:

October 24, 2018— Attended the CWA Local 1180 Trustees meeting.

October 25, 2018 — Met with the NYC Transit Authority to discuss the Administrative Manager EEO Settlement.

October 26, 2018 — Met with H+H regarding New Member Orientation. H+H agreed to notify CWA Local 1180 when a new member starts working for them.

November 1, 2018 — Prepared for the upcoming Shop Steward Assembly.

November 3, 2018 — Reviewed the bargaining surveys, 1,066 submitted by CWA Local 1180 members from 55 different city agencies.

November 5, 2018 — Held monthly conference call with Amy Young, Esq., CWA District 1 Attorney, for updates on CWA Local 1180 outstanding cases.

November 10, 2018 — Attended Part II of the Shop Steward PAA et al Bargaining Assembly.

November 13, 2018 — Met with representatives from Daniel Cook Associates to find ways of improving the board's dental plan.

November 14, 2018 — Held a conference call with NYPD 911 call center regarding an alternate work schedule pilot program.

November 19, 2018 — Attended a site meeting at the School Construction Authority (SCA) with staff representative Gregory Smith who will update the board with his report.

November 27, 2018 — Attended weekly staff meeting.

For the record, Romano Jones from H+H has been selected as the next Staff Representative.

Lastly, Executive Board members duly made, seconded, and carried the motion to elect Robin Blair-Batte, Denise Gilliam, Helen S. Jarrett, Gregory Smith, and Hazel O. Worley to complete the PAA et al bargaining committee.

First Vice President Gina Strickland reported the following staff representative activity for the months of September and October 2018:

Activity	August
Command Disciplines	1
Counseling/warning sessions	2
EEO Investigation/Interview	1
G.O. 15 – NYPD	5
Hearing Preparations	5
Hearings	8
Investigative Hearings	3
Labor Management Meeting	4
OATH	1
Off-Site Member Meetings	8
Supervisory Conference	2
Site Member Meetings	12
Walk-Ins	5
Appointments	3
E-mails	237
Telephone calls received	408

Site Meetings for August

H+H Cumberland Hospital
100 N. Portland Avenue, Brooklyn

HRA SNAP #24 TIPS & FIA
505 Clermont Street, Brooklyn

HRA SNAP #26 DeKalb Center
500 DeKalb Avenue, Brooklyn

NYC Department of Probation (DOP)
198 E. 161st Street, Bronx

NYC Department of Transportation
50 Maiden Lane, Manhattan

NYC HRA MISCA
215 Bay Street, Staten Island

NYC Police Department (NYPD) - 911
350 Marconi Street, Bronx

NYC Police Department (NYPD) - 911
9 Metro-Tech, Brooklyn

NYC HRA
4 World Trade Center, Manhattan

NYC Housing Authority (NYCHA)
23-02 49th Avenue, Long Island City

NYC Parks and Recreation - Ranaqua
1 Bronx River Parkway, Bronx

HRA SNAP #15 and #61
253 Schermerhorn Street, Brooklyn

Activity	Sept-Oct
Command Disciplines	1
Counseling/warning sessions	2
EEO Investigation/Interview	9
G.O. 15 – NYPD	3

Hearing Preparations	12
Hearings	17
Investigative Hearings	5
Labor Management Meeting	12
OATH	5
Off-Site Member Meetings	5
Supervisory Conference	7
Site Member Meetings	28
Walk-Ins	7
Appointments	6
E-mails	1215
Telephone calls received	903

Site Meetings for September-October 2018

NYC Department of Finance (DOF)
210 Joralemon Street, Brooklyn

NYC Housing Authority (HA)
787 Atlantic Avenue, Brooklyn

NYC Department of Sanitation (DOS)
125 Worth Street, Manhattan

NYC Fire Department (FDNY)
9 Metro Tech, Brooklyn

NYC Human Resource Administration IREA
151 W. Broadway, Manhattan

NYC Comptroller's Office
1 Centre Street, Manhattan

NYC HRA IREA
250 Church Street, Manhattan

NYC Department of Correction Rikers Island
1600 Hazen Street, East Elmhurst

NYC Department of Health & Mental Hygiene
42-09 28th Street, Long Island City

NYC HRA
165-08 88th Avenue, Woodhaven

NYC HRA
4055 10th Avenue, Manhattan

NYC Department of City Planning
1775 Grand Concourse, Bronx

DOHMH
158 E. 115th Street, Manhattan

NYC HRA SNAP 15 & 61
253 Schermerhorn Street, Brooklyn

NYC DCAS
1 Centre Street, Manhattan

Queens District Attorney
125-01 Queens Blvd., Kew Gardens

NYC Parks & Recreation
117-2 Roosevelt Avenue, Flushing

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

HRA Fair Hearing
250 Livingston Street, Brooklyn

Manhattan District Attorney's Office
80 Centre Street, Manhattan

HRA SNAP #28 & HRA Express
404 Pine Street, Brooklyn

Brooklyn District Attorney's Office
350 Jay Street, Brooklyn

NYC Department of Education (DOE)
388 W. 125th Street, Manhattan

DOC
75-20 Astoria Blvd., East Elmhurst

HRA/CASA
132 W. 125th Street, Manhattan

HRA/CASA
88-11 165th Street, Jamaica

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:

August 31, 2018 Quarterly Provisional Report

Administrative Manager (1002C)
Number of Provisionals: 0

Principal Administrative Associate (10124)
Agency: 71 DHS
Number of Provisionals: 1

Computer Associate Technical Support (13611)

Agency	# of Provisionals
56 NYPD	1
67 ACS	1
69 HRA	25
816 DOHMH	10
826 DEP	5
836 Finance	1
846 Parks and Recreation	3
850 Design and Construction	1
868 DCAS	2
998 Transit	1

Associate Call Center Representative (10271)

Agency: 858 DOITT

Number of Provisionals: 22

Administrative Job Opportunity Specialist (10248)

Agency	# of Provisionals
069 HRA	25
071 DHS	7

Second Vice President Brown reported on the victories for Local 1180's endorsements for the November 6, 2018, General Election.

STATEWIDE ENDORSEMENTS

All won their respective elections:

- Andrew Cuomo, Governor
- Kathy Hochul, Lt. Governor
- Letitia James, Attorney General
- Thomas DiNapoli, Comptroller

STATE SENATE ENDORSEMENTS

All won their respective elections with the exception of District 41:

- James Gaughran, District 5, Long Island
- Anna Kaplan, District 7, Long Island
- John Brooks, District 8, Long Island
- John Liu, District 11, Queens, NY
- Diane Savino, District 23, Staten Island
- Robert Jackson, District 31, Manhattan
- James Skoufis, District 39, Hudson Valley
- Karen Smythe, District 41, Hudson Valley
- Jen Metzger, District 42, Hudson Valley

Second Vice President Brown announced the December 11, 2018, New Member Orientation for public sector workers of CWA Local 1180.

Second Vice President Brown noted his participation at the following events:

October 24, 2018 — Attended the CWA Local 1180 Board of Trustees meeting.

October 25, 2018 — Attended the Employee Recognition Ceremony for DCAS staff.

October 30, 2018 — Attended the monthly Local 1180 General Membership meeting.

November 3, 2018 — Attended the initial Shop Stewards meeting in reference to the PAA et al contract.

November 6, 2018 — Coordinated efforts for the NYS General Election

November 10, 2018 — Attended the second Shop Stewards meeting in reference to the PAA et al contract.

November 13, 2018 — Attended a special meeting with Daniel Cook Associates in reference to improving the CWA Local 1180 dental benefit.

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 October 2018. She advised that the T.D. checking account has a balance of \$190,486.62 as of C.O.B. November 27, 2018.

Secretary-Treasurer Blair-Batte announced that there was a total of 8,315 CWA Local 1180 active members at the end of October 2018.

The next General Membership Meeting will be held at Elmhurst Hospital on January 16, 2019.

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

RETIREE REPORT

REIMBURSEMENT FORMS CAN BE CONFUSING: THE RETIREE DIVISION CAN HELP YOU FILE



It's all about benefits in the Retiree Division. Since January, more than 150 retired members have scheduled private, one-on-one sessions to review their forms and receipts for reimbursement of covered expenses. Hundreds of others have called and walked in to gain further clarification about the highly prized benefits offered by CWA Local 1180.

One retiree, Elsa Villota (pictured at left), retired at age 62 due to a health condition. According to Elsa, at the point that she was considering retirement, she spoke with some coworkers in another department. Feeling fortunate that at that moment a former retired worker was visiting, she asked the questions about what benefits would be available to her now that she was considering her future retirement.

Collectively they told her they didn't think there were any additional benefits at retirement other than the known health benefits from the City. She was worried that she was facing retirement on a fixed income and would now need benefits and services more than ever before. She wondered what she would do.

Unsatisfied with the answer from her colleagues, Elsa called the Security Benefits office of Local 1180 to find out for herself. This proactive step would serve her well for

the rest of her life as she found out that Local 1180 provides a vast array of supplemental benefits for retirees, including coverage for dental, optical, general medical, prescription reimbursements, and more.

Additionally, there are exercise and computer classes, trips, daytime events, luncheons, and benefit meetings. The representative she spoke with put Elsa completely at ease and sent her a large packet containing everything she needed to know. Elsa would never have known this if she took the word of others and didn't find out the benefits she was entitled to for herself.

Now Elsa comes to the union regularly for help in getting the most out of her retirement with personal assistance and workshops that cover all of her benefits in depth. "I couldn't ask for more" she said. "I love being retired and I love being an 1180 retiree!"

You should be aware that your agency does have this information, but there are many people who accept the word of others that they know and trust. This is a practice that we all participate in from time to time. It should be noted that when you are considering your future, only you will be the one living it, so go through the proper channels to be sure you have the information you need.

If you are already retired, continue to educate yourself by taking advantage of the benefit meetings at the union and in the boroughs to get all the information that you need. The Retiree Division holds benefit outreach meetings; the dates can be found on the Local 1180 website Retiree Division page, or you can call the Retiree Division to sign up for one of these meetings and watch your mail for upcoming calendars of events for retirees. ■

RETIREE DIVISION SOUTHERN STATES BENEFIT CONFERENCES

On March 12-13, 2019, the CWA Local 1180 Retiree Division met with retired members in Boca Raton, Florida, to provide information on supplemental benefits, senior scam prevention, legal benefits, dental, prescription drugs, and out-of-area NYC health benefits for Medicare-eligible retirees. Members had access to representatives from the Funds and Local 1180 vendors, and left full of knowledge and information about their benefits. Retiree Gloria Freundlich, who came with her daughter, said that the Southern States Benefit conference is one of the highlights of the year; she has been attending since the first conference in 1998! Conference newbies Patricia Sorrentino and husband Anthony Sorrentino, both retired from NYC Department of Sanitation, were thrilled with the event as well. "This is our first time but it won't be our last," Patricia said. They were excited to hear about the out-of-area legal benefits, no-cost optical benefit, and the supplement benefits and reimbursements offered through the union. Members remarked how other NYC transplants to Florida who also retired from the city but were in different unions did not have these benefits and how some 1180 members were misinformed by well-meaning friends about benefits. The conference — with various speakers and handouts — left no doubt for members as to their benefits. The Retiree Division took the show on the road and continued west to Florida's gulf coast where even more members were able to participate. In Tampa, retirees asked questions and met with benefit professionals to get all of the answers they needed to maximize the benefits they get through Local 1180. After the meeting, a delicious lunch followed. ■



The Retiree Division has been super active and we have lots of photos to share. To see more event photos, please go to the link below:

www.cwa1180.org/retiree-home/retiree-event-gallery

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced the following:

October 30, 2018 — Attended the Trustee's Dental meeting, followed by the weekly staff meeting. Later that day, she attended the General Membership Meeting.

November 10, 2018 — Attended the Bargaining Committee meeting.

November 21, 2018 — Attended the Staten Island Borough Community Coordinating Committee meeting.

Members-at-Large Reports

Lenora Smith announced that she will reach out to Lt. Roslyn Blackwell from the NYPD Crime Prevention Unit to do a seminar for Identity Theft on a Saturday in January 2019. The Education Committee will be presenting a seminar on heart disease. In addition, the Education Committee will join the Women's Committee in a health event addressing Ovarian and Prostate cancer.

Hazel O. Worley announced the Family Fun Day tallies: 1,352 adults and 342 children attended and we collected a total of \$90,234. On November 26, 2018, the FDNY made a presentation at the Brooklyn Borough Committee Coordinating Committee meeting. On Thanksgiving she attended the Heights and Heels Senior Citizen center reception.

Gregory Smith announced he accompanied First Vice President Gina Strickland on October 19, 2018, to a site meeting at the School Construction Authority (SCA) to garner suggestions from the members on the usage of the additional compensation funds (ACF). Con-

siderations mentioned: possible development of an annuity fund, and floating holiday. SCA members were advised to complete contract demand surveys for impending contract negotiations. The SCA contract ended in May 2018. A subsequent meeting was held with the SCA Director of Human Resources, Susan Moran, to determine the actual amount of monies that will be allocated to the ACF, so viable options could be devised for its usage, including annuity fund, floating holiday, etc. SCA will provide Local 1180 with actual ACF amounts after review. Also discussed at the meeting was the development of civil service examinations for CWA Local 1180 titles held at SCA; no exams have been administered for several years. Smith attended the Leadership Development Orientation facilitated by Gwen Richardson and Jocelyn Richardson on November 17, 2018, attended by 20+ members. The orientation provided an overview of the leadership program — (assignments, logistics, etc.), manage expectations, and establish foreseen outcomes of the training (potential future union leaders — staff representatives). The orientation was well received by those in attendance.

Additionally, Smith announced that Staten Island Borough Community Coordinating Committee members expressed an interest in becoming involved with the borough's community boards, sparking the idea of having an in-house training on the approaches in being part of a community board. Helen S. Jarrett facilitates community board trainings at the Union, and indicated she would inquire about the development of a similar training for SIBCCC members at the Amboy Road Headquarters.

Hilary Bloomfield announced the December Bronx Borough Community Coordinating Committee meeting is canceled. They will reconvene in January 2019. She worked on Tish James' campaign. She is looking at assisting with the Guns Down Community Safari Program ensuring youth safety and keeping them off the streets.

Helen S. Jarrett announced that she participated in phone banking on November 5, 2018, at the Brooklyn Headquarters of Letitia "Tish" James for Attorney General. On November 12, she and three Local 1180 members interviewed candidates for Public Advocate at the New York Progressive Acton Network (NYPAN)/Working Families Party (WFP). Jarrett attended the 21 in 21 event on November 14 to Honor President Gloria Middleton. On November 15, she participated in a conference call for the Labor Notes Webinar "Rebuilding Power in Open Shop America." Lastly, she announced a special mention from the New York City Central Labor Council for being the only union that participated in the Community Board training. Helen helped facilitate two classes that took place on October 11 and 25. She is preparing for the final Community Board training on December 6, 2018.

Lisa Lloyd attended the CWA Local 1180 Steward Assembly training. On November 15, 2018, she attended the One-on-One Workshops H+H Medicare Part A, B, C & D. Additionally, she will attend the 311/ITT meeting at 59 Maiden Lane on November 29, 2018.

Debra Paylor announced that she attended the Manhattan Borough Community Coordinating Committee meeting. On Election Day, she attended the Election results watch event as the

results came in. On November 20, 2018, she attended the School of Labor Studies. Additionally, she attended the Community Board training and the 21 in 21 event.

Denise Gilliam announced that she is finalizing the Making Strides Against Breast Cancer tally of money collected. She will update the Executive Board at the next meeting. She also announced the flier is out for the CWA Local 1180 Hats, Gloves and Scarves drive. Lastly, she announced the Women's Committee will be hosting a Health Fair at the local on Saturday, December 1, 2018, from noon – 5 p.m. Albert Van Leer, former Local 1180 Staff Rep and now an attorney, will be kicking off the event.

Good and Welfare: A moment of silence was taken for HPD Shop Steward Sharrett Pennell who passed on October 29, 2018. We also took a moment of silence for Council Member Jose Peralta who passed Thanksgiving eve. Shop Steward Priscilla Carrow worked for the esteemed Councilman.

Next meeting of the Executive Board is December 18, 2018.

Motion was duly made, seconded, and carried to adjourn at 8:30 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Borough Community Coordinating Committee UPDATES

BRONX

By Carolyn Chammora, Chair

During the January Bronx Borough Community Coordinating Committee meeting, NYC Intro 633 bill was discussed and copies were distributed to members. Additionally, community board applications were handed out with instructions for completion, as well as information on the new charter provisions regarding mayoral control of the boards and two-year term limits.

At the February meeting, there were three guest speakers. The first was Hakiem Yahmadi, creator of "Men You're Not Alone," a support group for those transitioning from incarceration back to society. Yahmadi provided members with a free guide for formerly incarcerated people in New York City 2019. Mr. Yahmadi is also a member of the Community Education Council for District 7 and is working on several projects in the community regarding gun violence. The second speaker was Marcelo E. Villagran from Lincoln Hospital who spoke about healthcare and community concerns. Villagran, on behalf of Milton Nunez, Executive Director of Lincoln Hospital, invited CWA 1180 Bronx Borough committee members to attend the Lincoln Hospital Annual Legislative Meeting.

Dave Gill from Make a Wish Foundation gave an overview of all his organization's responsibilities and functions. He shared information about Make a Wish and signed up some members to volunteer as a point of contact between the organization and families.

On February 21, 2019, Member-at-Large Hilary Bloomfield and I attended Bronx Borough President Ruben Diaz Jr.'s State of the Borough address. Diaz spoke about all the changes coming to the Bronx, and how the Borough has partnered with the Fresh Air Fund to create a summer camp servicing South Bronx children. The two-week sleepaway camp, free of charge, is a special tribute to Lesandro "Junior" Guzman-Feliz, a 15-year-old Bronx teen who was killed when he left his apartment to loan money to a friend.

At the March meeting, Emily Allen from the Red Cross gave a presentation about fire safety in the home and signed up members to receive 10-year fire and carbon monoxide alarms. The American Red Cross also offers community awareness programs like the Home Fire campaign, Hands-Only CPR, Citizen Preparedness Corp, and recruiting for volunteers.

In addition, Pearl Sullivan gave a presentation about dangerous chemicals in common household products and offered suggestions from alternative products.

Future events for the Bronx BCCC include Women's History Month celebrations, participating in the National Puerto Rican Day Parade, and of course, Bronx Week Parade.

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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

Gina Strickland, Chair
gstrickland@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
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Manhattan BCCC

Patti Jacobs, Chair
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Queens BCCC

Priscilla Carrow, Chair
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Staten Island BCCC

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

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

Where meeting date is not listed, contact Chair directly.

about our members



CONGRATULATIONS to Harlem Hospital Shop Steward Herbrena Young on her retirement after 30 years of service at NYC H+H/Harlem, which honored her with a party in January. Local 1180 Executive Board members presented her with a certificate of recognition. Pictured from left: Secretary-Treasurer Robin Blair-Batte, President Gloria Middleton, First Vice President Gina Strickland, Staff Rep Venus Colon-Williams, and Members-at-Large Denise Gilliam and Hilary Bloomfield. "Herbrena was a phenomenal Shop Steward who was truly devoted to the members she represented and the Union," Strickland said.



CONDOLENCES

CONDOLENCES to the family of HPD Shop Steward Sharrett Pernnell who passed on October 29, 2018.

CONDOLENCES to the family of Frank J. Pezza who passed away on December 20, 2018. Frank worked for the City of New York for 53 years. He started with the Department of Personnel, which later became DCAS. He worked in Examining Services, Exam Support Group, and in Scoring and Appeals. Frank had a tremendous love for animals and enjoyed taking long walks. At his service, the QWL Committee wrote the following words of affection for the program: "It is with great sadness we share the many sentiments of love the members of QWL have for Frank. It would seem Frank tiptoed in our world, stayed a moment, and then silently tiptoed out, but what an imprint his footsteps left within the hearts of us all."



CONDOLENCES to the family of Sarah Breslof, who passed away at the age of 88 on December 25, 2018. Sarah spent her entire career with the City of New York, having worked her way up through the ranks by taking multiple civil service exams. She finally retired on December 31, 1986, and shortly thereafter made the decision to move to Jerusalem, Israel, at the age of 57. "This is not an easy move for anyone, let alone someone in their 50s who chose to go there by herself," said her daughter Lisa Breslof. "Right after she moved, the first intifada broke out in December 1987. It was scary, but she led a rich and brave life there." She lived in Jerusalem for 23 years until she returned in 2010 to live with her daughter, where she resided until her death.

CONDOLENCES to President Gloria Middleton on the passing of her nephew Walter Spradley on January 30, 2019.

CONDOLENCES to the family of Patricia Small, Principal Administrative Associate III, who passed away on Friday, February 8, 2019, on the job at Robert N. Davoren Center (RNDC) on Rikers Island. She is survived by a daughter, Chimera Small, and a sister Palestine Small, in addition to many cousins. Patricia was born on September 1, 1964, in Norfolk, VA and was raised in Belhaven, NC, where she graduated from high school. She attended Pitt Technical Community College in 1982 and then joined Job Corp. In 1984, she moved to New York City. She took pride in being a mother and everything that she did was to ensure the safety and welfare of her daughter. In 1993, she joined the New York City Department of Correction, where she worked for 26 years until her death. ■

IN MEMORIAM

NAME	AGENCY	DECEASED
Maxine Bedford	Health+Hospitals	3/5/2019
Sarah Breslof	Dept. of Social Services	12/25/2018
Christine Burgess	Queens Hospital Center	1/26/2019
Vatsala Casuba	Finance Administration	2/19/2019
Barbara Champion	Dept. of Social Services	10/12/2018
Cherise Collins	Dept. of Social Services	11/27/2018
Gloria Cooke	Dept. of Social Services	10/29/2018
Ann Darby McGee	Dept. of Education	10/5/2018
Laura Giuliani	Dept. of Social Services	10/5/2018
Barbara Greig	Dept. of Social Services	10/17/2018
Kamaldai Haripersad	Bellevue Hospital	2/8/2019
Bessie Harper	Dept. of Social Services	10/30/2018
Paul Hoffman	Dept. of Sanitation	12/25/2018
Constance Imbesi	NYC Transit Authority	1/9/2019
Lofton Johnson	Parks & Recreation	11/30/2018
Sarah Jones	Finance Administration	2/24/2019
Gertrude Joseph	Dept. of Education	11/6/2018
Elinor Kessler	Dept. of Social Services	12/14/2018
Joseph Laforgia	NYC Taxi & Limousine Commission	12/17/2018
Juan Lara	Finance Administration	1/8/2019
Patricia Larrimore	NYC Transit Authority	12/25/2018
Eunice Lawrence	Dept. of Social Services	12/27/2018
Ruth Lentz-Swalef	Finance Administration	10/20/2018
Charlotte Levy	NYC Transit Authority	11/1/2018
Lucille Lipkin	Dept. of Education	1/24/2019
Sylvia Madison	Dept. of Social Services	10/10/2018
Margarita Matte	Bellevue Hospital	12/25/2018
Bernice Mauro	Coney Island Hospital	10/25/2018
Barbara Miller	Dept. of Social Services	10/20/2018
Mildred Miller	Dept. of Education	2/14/2019
Sally Natale	Dept. of Social Services	12/30/2018
Celia Negrin	Dept. of Social Services	12/18/2018
Frank Pezza	Dept. of Citywide Administrative Services	12/20/2018
Raleigh Rowe	Dept. of Social Services	12/19/2018
Deborah Shoy	Finance Administration	11/7/2018
Patricia Small	Dept. of Correction	2/8/2019
Mayjean Soohoo	Police Department	2/3/2019
Lorna Tibby	Fire Department	10/15/2018

IN MEMORIAM Kevin Patrick Lynch



Kevin Patrick Lynch, one of Local 1180's longtime organizers, passed away on March 9, 2019. His commitment to the struggles of workers was the driving force in his life. With intelligence and passion he organized and advocated for justice in the workplace and in our society. His work leaves a legacy of workers and family who learned how to empower workers through his tutelage and example.

Kevin was a Sinn Fein supporter and trade unionist and a Bronx born son of Irish Republicans, who was taught from a young age that a person can live a happy life by recognizing early on that he was born into a life of struggle. He was always on the right side of working people and devoted his life to organizing workers globally. He passed away with his beloved wife Bernice at his side. Kevin will be fiercely remembered in the hearts of his loving family and dear friends, by his many comrades around the world, and by the thousands of workers whose lives he touched along the way. Kevin was a deeply spiritual person rooted in Irish and Nordic beliefs. The struggle for justice will continue because Kevin taught so many how to do it and win. "He was truly devoted to labor and the rights of all working people. He was a gentle, loving soul and shared his institutional knowledge and legal brilliance with anyone in his path. He was a very respectful gentleman as well as a champion for women and women's rights. He will be sorely missed. I had the pleasure of meeting his wife and daughters, of whom he was so proud. We have a saying in the Baptist faith, 'May the work I've done speak for me'. Kevin Patrick Lynch, JOB WELL DONE! Rest In Peace my brother," said President Gloria Middleton. In addition to his wife Bernice, he is also survived by his two daughters, Rebecca and Sarah.

Kevin's family will be holding a memorial in honor of his legacy and life on Saturday, April 27, 2019 and plan to honor him further on May Day (May 1, 2019). If you wish to share remembrances and photos with his family, you can email them at rebeccadlynch@gmail.com or write to The Siegal/Lynch Family, 76-08 263rd Street, Glen Oaks, NY 11004. If you would like to make donations in honor of Kevin's legacy, you may consider donating to organizations he supported throughout his life: the Southern Poverty Law Center, St. Helena School in the Bronx, the United Farm Workers UFW, or in the form of dues to the New York Working Families Party. ■

COMMUNIQUE

Official Publication

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Communications Workers of America, AFL-CIO
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of America, Local 1180**

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LOCAL 1180 FIGHTS TO HELP COMBAT PAY DISCRIMINATION

There is no disputing the fact that women and minorities earn significantly less than their male counterparts with the same title doing the same job in New York City government. This type of racial and gender inequality is the driving force behind legislation that passed the City Council late last year and became law on January 20, 2019, that will halt pay discrimination throughout City agencies. CWA Local 1180 was the outspoken voice of the working people to make sure the bill became a reality.

Int 633 requires City agencies to annually report their data on gender, pay, and titles, to make sure there are no instances of pay discrimination. The bill, sponsored by Council Majority Leader Laurie Cumbo, requires the Mayor's Office of Data Analytics (MODA) to report on an annual basis, aggregated data from every City agency looking at gender, ethnicity and race to find instances of pay disparities. After receiving the data from DCAS, MODA would issue a report to the Mayor and the Speaker, and post the same report publicly on the MODA and Open NY websites. The Council, on an annual basis, will be given 90-day access, through a computer application, to employment level data for all City workers to conduct its own statistical analysis to find instances of pay disparities across City agencies.

Local 1180 President Gloria Middleton said that pay disparity based on gender and race has been a common practice in New York City for far too long.

"The color of our skin or our sexual orientation should not determine how much we get paid. Gender parity is fundamental to whether and how economies and societies thrive. New York City's talent pool is not comprised of just white men. In fact, there are plenty of minority women with higher educations working far below their pay grade," she said.

At a press conference held on December 20, 2018, just prior to the Council's vote on the bill, Cumbo said, "Women represent half of our city's population and workforce; and yet we have been shortchanged by the very economic system that flourishes because of our contributions. Women in New York City can no longer afford to be nicked and dimed while we are the ones holding down our communities, households and families."

This gender pay gap is especially pronounced among city employees, which Cumbo's office reports to be three times larger than that experienced by women in the private sector. This is especially true for women of color, with black women earning just over half of what white men earn. While this new law is an encouraging first step, Middleton said it's going to be incumbent upon the City Council to act on the information once it becomes available.

"We realized that this was a civil rights issue, not just for our Administrative Managers, but all workers who want to make sure they are being paid the same as their coworkers and that they are being compensated free from discrimination," Middleton said. "This bill will go a long way in correcting the civil rights and equal employment failures in what is supposed to be one of the most progressive cities in America," Middleton said.



"We know this legislation won't end the problem with disparate pay overnight," she said. "But we hope it will be a big first step in helping the City take the necessary steps to increase transparency and join with us in being part of the solution so that discriminatory pay practices and institutional racism in the City of New York will be a thing of the past.

New York City Council Speaker Corey Johnson said that the new law "will certainly benefit women of color and will equally benefit all people, because we recognize that what is good for women, is good for all. Pay disparities among Black and Hispanic men are equally disturbing because they make less than their white counterparts, and women overall make less than men. We are confident that we can start to understand what the pay gap looks like when both gender and race are taken into account." ■