

JULY — SEPT
2024

CWA LOCAL 1180 COMMUNICATIONS WORKERS OF AMERICA, AFL CIO, CLC

COMMUNIQUE



ELECTION 2024

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HARRIS - WALZ



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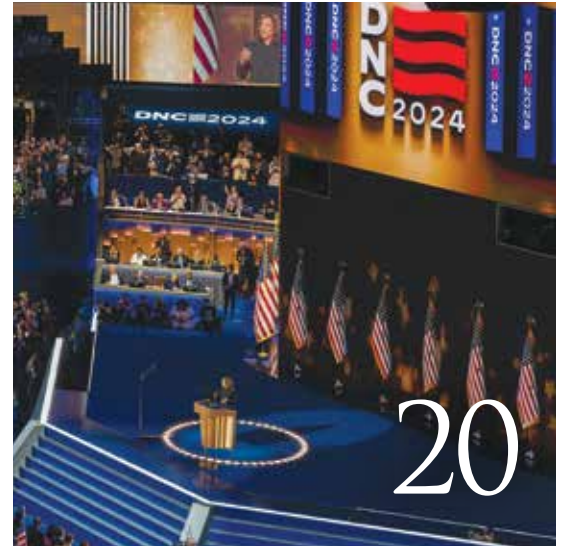
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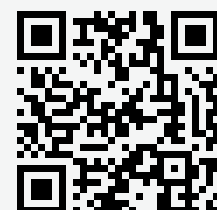
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Learning from the Past
to Live in the Future

Find us on the Web

cwa1180.org



COMMITTEES

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FIRST MEETING, Oct. 28

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Hispanic Committee

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Legislative and Political Committee

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Men's Committee

Gregory Smith, Chair
gsmith@cwa1180.org

People with Disabilities Committee

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Pride Committee

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Women's Committee

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Meeting: 2nd Tuesday of each month

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Ingrid Brown-Lewis, Chair
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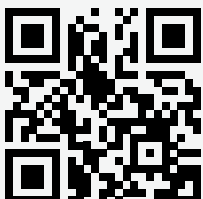
Staten Island BCCC

Kareem Rolland, Chair
krolland917@gmail.com

Please check the Local 1180 website homepage at cwa1180.org for each month's meeting information, which is also emailed weekly to members' personal emails on file with the union.

STAFF REPRESENTATIVES

Need help finding your staff representative?
bit.ly/3zqAKgY



RETIREE DIVISION

Security Benefits for Retired Members
212.966.5353
Claim Forms Hotline: 212.925.1091
Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
Retiree Benefits: 888.966.5353

BENEFITS

CWA Local 1180 Security Benefits, Retiree Benefits, Education Benefits & Legal Benefits Funds

6 Harrison St., 3rd Floor
New York, NY 10013-2898

212.966.5353
Fax: 212.219.2450
benefits@cwa1180.org

CONTACTING DCAS

How to Contact DCAS (Phone + Email)

24/7 Automated info on exams and eligible lists
212.669.1357

Appeal-related inquiries
LMAApealsUnit@dcas.nyc.gov

Citywide hiring pool inquiries
CWHP@dcas.nyc.gov

Eligible list and status inquiries
LMACustomerServicesUnit@dcas.nyc.gov

Eligibility, performance, and seniority inquiries
EligibilityandSeniorityUnit@dcas.nyc.gov

Special military inquiries
specialmilitary@dcas.nyc.gov

Exam applications, payments
and fee waiver inquiries
OASys@dcas.nyc.gov

Make-up/alternate event date inquiries
TestingAccommodations@dcas.nyc.gov

Investigation-related inquiries
DCASinvestigations@dcas.nyc.gov

Fingerprint-related inquiries
DASFingerprints@dcas.nyc.gov

How to Find DCAS (In person) Borough Information + Testing Centers

Bronx
1932 Arthur Ave., 2nd Floor, Bronx 10457

Brooklyn
210 Joralemon St., 4th Floor, Brooklyn 11201

Manhattan
2 Lafayette St., 17th Floor, New York 10007

Queens
118-35 Queens Blvd., 5th Floor, Forest Hills 11375

Staten Island
135 Canal St., 3rd Floor, Staten Island 10304

DCAS Education
Programs Catalogue
bit.ly/3zrh88S



COMMUNIQUE

Official Publication

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Communications Workers of America, AFL-CIO
6 Harrison St., 4th Floor
New York, NY 10013-2898

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Gerald Brown, First Vice President
Teesha Foreman, Second Vice President
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Debra Paylor, Recording Secretary

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Carol Griffith, Helen S. Jarrett, George Johnson,
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CWA LOCAL 1180

KAMALA HARRIS



FOR PRESIDENT

“At every step of the way, I've been guided by the words I spoke from the first time I stood in a courtroom: Kamala Harris, For the People.”

— Kamala Harris, Aug. 19, 2020

KAMALA D. HARRIS always fights for the people – from her barrier-breaking time as District Attorney of San Francisco and Attorney General of California, to proudly serving as a United States Senator and the current U.S. Vice President.

On Jan. 20, 2021, Harris was sworn in as Vice President – the first woman, the first Black American, and the first South Asian American to be elected to this position.

As Vice President, she has worked to bring people together to advance opportunity, deliver for families, and protect fundamental freedoms across the country. She has led the fight for the freedom of women to make decisions about their own bodies, the freedom to live safe from gun violence, the freedom to vote, and the freedom to drink clean water and breathe clean air.

The Vice President has been a trusted partner to President Joe Biden as they work together to deliver monumental achievements that are lifechanging for millions of Americans. Together, they have invested in the economy to create a record number of jobs and keep unemployment low. Their work has led to more small business creation in a two-year period than any previous administration.

They capped the cost of insulin at \$35 a month for seniors, cut prescription prices, and improved maternal health by expanding postpartum care through Medicaid. They passed the first meaningful gun safety law in three decades. Forming a bipartisan coalition, they enacted a \$1 trillion investment in the country's infrastructure to remove every lead pipe in America and make the most significant investment in public transit, repairing bridges, and high-speed Internet in history.

As President of the Senate, Vice President Harris' votes have been consequential, including casting the decisive vote to secure passage of the landmark Inflation Reduction Act, the largest investment ever in tackling the climate crisis. She also worked with President Biden to achieve historic representation of women and people of color among nominees at all levels of the federal government.

Fighting for the people is nothing new for Harris. She has

- Increased disclosure of anti-union consultants
- Strengthened policies to protect workers against retaliation
- Established “Good Jobs Principles” for federal funding that will help organizing on federally-funded projects
- Increased access to federal facilities for union reps and organizers
- Cast tie-breaking vote to pass the Inflation Reduction Act and American Rescue Plan
- Strengthened OSHA protections against heat stress on the job
- Strengthened whistleblower protections on the job
- Established a Domestic Workers Bill of Right
- Voted for pro-workers legislation including Protecting the Right to Organize (PRO) Act, Public Service Freedom to Negotiate Act, U.S. Call Center Worker and Consumer Protection Act, and Raise the Wage Act

Harris' relationship with labor speaks for itself, having met with CWA leaders and rank-and-file members numerous times to hear concerns and offers her assistance. She has rescheduled events to ensure she respected various picket lines, and she remains an outspoken and strong advocate for the working, middle class.

Both of Harris' parents were active in the civil rights movement, and instilled in her a commitment to build strong coalitions that fight for the rights and freedoms of all people. They brought her to civil rights marches in a stroller and taught her about heroes like Supreme Court Justice Thurgood Marshall and civil rights leader Constance Baker Motley.

From the moment Harris became the Democratic Party candidate, organized labor, a key part of the Democratic coalition, indicated widespread support for her campaign with some of the nation's largest unions offering immediate endorsement.

"That overwhelming support for the first female presidential candidate and a true ally of organized labor speaks volumes about Kamala Harris not only as a person, but as the one true political figure who can continue leading our country down a positive path," said **Local 1180 President Gloria Middleton**, who added that unions must do everything in their power to defeat the Trump-Vance ticket.

As a trailblazer throughout her entire career, Kamala Harris is committed to fulfilling her mother's advice: "Kamala, you may be the first to do many things, but make sure you are not the last."

Some information from whitehouse.gov/administration/vice-president-harris

TIM WALZ



FOR VICE PRESIDENT

"If you want to attack me for standing up for collective bargaining, for fair wages, for safe working conditions, for health care and retirement — you roll the damn dice. I'll take my chances on that."

— Tim Walz, Sept. 2, 2024

TIM WALZ knows the importance of labor because he comes from the labor movement himself. That's why union leaders couldn't be happier about Kamala Harris' pick of Minnesota Gov. Tim Walz as her running mate.

With just days to choose a No. 2, Harris knew Walz was the best choice as he is someone who understands the role of Vice President, someone she connected with quickly, and someone who brings diversity to the top of her ticket.

Walz is a former teacher and union member himself. He understands the struggles of working people, he is a principled fighter and labor champion, and he signed into law as governor of Minnesota a package of pro-worker laws.

Tim Walz is Minnesota's 41st governor, first elected in 2018. His accomplishments include:

- Providing universal free school meals for students
- Protecting reproductive freedom
- Strengthening voting rights
- Laying the groundwork to get Minnesota to 100% clean electricity by 2040
- Cutting taxes for the middle class
- Expanding paid leave for Minnesota workers
- Creating the Nursing Home Workforce Standards Board to oversee the health and welfare of nursing home workers, who work long hours and are among the lowest paid workers in the nation
- Giving teachers greater negotiating power over class sizes
- Guaranteeing more protection to construction workers against wage theft

Walz has a track record of getting things done to make lives of the working-middle class better. He has been praised for showing up at a picket line alongside striking autoworkers last fall and for expanding collective bargaining rights for educators and others.

Minnesota is also one of eight states that has banned companies from forcing their workers to attend "captive audience meetings", where they try to dissuade workers from unionizing.

Earlier this year, he made sure Minnesota workers get paid sick days, earning one hour of paid sick time for every 30 hours worked that they can use to care for themselves or a family member; by 2026, workers who need to care for a family member will be able to take advantage of a paid leave program that will provide them with partial pay and job protections; and he ensured a minimum wage for Uber and Lyft drivers whose median hourly wage was well below minimum wage by signing into law the bill despite fierce opposition from the rideshare companies.

Walz also signed into law the new Warehouse Distribution Worker Safety law to reduce injuries at companies like Amazon where speed is key.

"Tim Walz is clearly and unequivocally pro-union. His track record is proof positive that he will stand side by side with Kamala Harris to make sure there is a strong future for organized labor because he knows the value we provide to all Americans," said **Local 1180 President Gloria Middleton**. "He has a track record of successfully appealing to working people."

Growing up, Walz's parents instilled in him the values of public service, generosity toward your neighbors, and working for the common good that guide his commitment to Minnesota and going forward, to all Americans.

After high school graduation, Walz enlisted in the Army National Guard. He attended Chadron State College and graduated with a social science degree in 1989, and spent a year teaching abroad before returning home to serve full time in the Army National Guard. He eventually accepted a high school teaching and coaching position.

After 24 years in the Army National Guard, Command Sergeant Major Walz retired from the 1-125th Field Artillery Battalion in 2005. He won his first election to the U.S. House of Representatives in 2006 and was re-elected for another five terms serving Minnesota's First Congressional District in Southern Minnesota.

Some information: mn.gov/governor/about-gov/timwalz

KNOCK KNOCK

WHO'S THERE?



It's CWA for
HARRIS & WALZ
in Pennsylvania

Hundreds of CWA members, including those from Local 1180, boarded buses in the early morning hours of Sept. 14 to set out for battleground state Pennsylvania to door knock for Kamala Harris and Tim Walz. Members went all out to speak with as many voters as possible in the weeks leading up to the Nov. 5 presidential election.

The Labor Walk and Door Knock canvass was held in cooperation with CWA District 2-13 and the Pennsylvania AFL-CIO and gave all CWAers a chance to speak with other union members and have a conversation about the importance of electing the Harris-Walz team.

"We need every union member to head to the polls on Nov. 5, especially in states like Pennsylvania where the race is too close to call, and cast their vote for Kamala Harris," said **Second Vice President Teesha Foreman** who herself made the trip. "Not only are we fighting for the future of unions across the country and fighting for women's rights, but we are fighting to make history and elect the first woman as president of our country."

Shop Steward Paula Flynn (Admin Manager — NYCHA) couldn't agree more, which is why she signed up to board the bus at 7 a.m.

"Everyone has a stake in this presidential battle if you are a working, middle-class union member," Flynn said. "We've lived under a Trump presidency once before and it was devastating for unions and women. We cannot afford to return to another four years of attacks that aim to dismantle what we've fought so hard for."

The same sentiment was echoed by **Shop Steward Karen Smith (PAA — DOF)**.

"We are facing a historic moment, and I want to be a part of helping elect Kamala Harris as our next president," she said. "If everyone gets involved and speaks to other union members to make sure they are registered to vote and that they actually head to the polls and vote for Harris-Walz, then we have a greater chance of success in November."

A second bus trip to Pennsylvania is scheduled for Oct. 26.





WORKERS' PROJECT 2025

Would Dismantle the Unionized Workforce

The Mandate for Leadership 2025: The Conservative Promise, more commonly known as Project 2025, has been a large topic of conversation as the presidential election draws near. Drafted by the Heritage Foundation, the 922-page document offers a detailed right-wing plan of draconian changes should Republicans take the White House.

Local 1180 President Gloria Middleton said she cannot emphasize strongly enough the dangers of Project 2025, including widening systemic inequities in the workplace by gutting DEI programs, eliminating workforce protections, and undermining the entire unionized workforce.

"Every American, and definitely every union member, needs to understand Project 2025 and its potential devastating long-term impacts. Project 2025 is nothing short of a direct assault on workers' rights and the very fabric of collective bargaining," Middleton said. "The regressive changes detailed in the extreme right-wing agenda aim to dismantle the protections and power that unions provide to workers, turning back the clock on decades of hard-won labor victories."

She said that while very few average Americans will have the time or patience to actually read the manifesto, it's crucial to understand the document's dangers, including an amendment to Title VII of the Civil Rights Act, the legislation that protects against discrimination based on protected classes, including race, color, religion, sex, and national origin, and a prohibition on collecting certain data like race.

"Our union has worked so hard in the past 10 years, beginning with our EEO lawsuit against New York City and continuing with legislation like Local Law 18, to make sure that employers pay an equal wage for equal work," Middleton said. "Without the ability to collect EEO data, it would drastically hinder our ability to ensure women, minorities, and other protected classes are earning what they deserve and are entitled to and recognize disparities in representation."

Project 2025 also seeks to gut worker protections mandated under current federal and state laws and dismantle workers' rights to organize into unions. It proposes an alternative whereby employees would be provided a less powerful alternative called "employee involvement organizations."

"We all know that a Republican White House would like nothing more than for unions as we know them to vanish," Middleton said. "After all, unions are associated with higher wages, smaller wage gaps, better benefits, and improved health and safety on the job — all dangers to a right-wing Republican leadership."

Luis Benitez-Burgos, Esq., a CWA District 1 Staff Representative, outlined some of Project 2025's dangers to the unionized workforce, and thereby, the American workforce in general.

Elimination of the "Card Check" System

Project 2025 proposes discarding the "card check" method for union recognition, mandating secret ballots exclusively. This change would undermine the ability of workers to form unions by making the process more cumbersome and intimidating, effectively weakening collective bargaining from its inception.

Abolition of the Contract Bar Rule

Currently, the contract bar rule protects unions from decertification for up to three years after a collective bargaining agreement is signed. The proposed elimination of this rule would make it significantly easier for employers to destabilize and dissolve unions, stripping workers of the security and stability provided by union representation.

Negotiable National Employment Laws

Project 2025 suggests amending the National Labor Relations Act (NLRA) to allow collective bargaining to override national employment laws and regulations, treating them as negotiable defaults. This means critical worker protections, such as overtime pay, could be weakened in exchange for minor concessions, placing workers at a severe disadvantage.

Repeal of Project Labor Agreements (PLAs) and the Davis-Bacon Act

Project 2025 advocates for the repeal of PLAs and the Davis-Bacon Act, which mandate prevailing wages on federal construction projects. Removing these requirements would lower wages, reduce job quality, and discourage unionized labor, leading to exploitation and wage theft on a massive scale.

"These proposals are not just technical adjustments; they are a systematic dismantling of the protections that ensure fair wages, safe working conditions, and the right to organize," Benitez-Burgos said. "The drive to eliminate card checks, the contract bar rule, and critical wage protections threatens to erode the power of unions, leaving workers vulnerable to corporate exploitation and diminishing their collective voice."

We must raise our voices against these regressive policies that threaten to roll back the clock on labor rights. The essence of collective bargaining and the strength of unions are fundamental to securing dignified working conditions and fair compensation. If implemented, these changes will dismantle the pillars of worker protection and undermine the progress achieved through generations of struggle and solidarity. It is imperative that we stand firm against these attacks and defend the rights and dignity of every American worker.

ELECTION 2024

MAKE THE RIGHT CHOICE



VOTE YES
for **EQUAL RIGHTS**

Proposition #1: Amendment to protect against unequal treatment

The NYS **Equal Rights Amendment** will be on the November Ballot – **VOTE YES!**

The Federal Equal Rights Amendment was first introduced in Congress more than 100 years ago to commemorate the struggle for constitutional gender equality and enshrine the principle of gender equality and the rights of individuals, regardless of sex, under the law – rights that are not explicitly codified under the U.S. Constitution.

In New York, the State Constitution fails to prohibit discrimination against groups that have been historically targeted, including those with disabilities, LGBTQIA+, immigrants, women, and pregnant people as the Equal Protection Act only prohibits discrimination “because of race, color, creed, or religion,” language that has not been amended since its adoption in 1938.

New Yorkers deserve a constitution that recognizes **every person is entitled to equal rights and justice under the law**. A constitutional amendment is necessary to realize the promise of legal equality and justice for all New Yorkers and to create a clear path to address and defend against violations of those rights.

The New York State Equal Rights Amendment passed the state Senate and the Assembly on Jan. 24, 2023, and will go before voters on Nov. 5, 2024, for ratification and approval. This amendment is our opportunity to ensure New York’s Constitutional language reflects that commitment to full equality and justice before the law by providing legal protections that go above and beyond the protections of the federal Constitution.

Your **YES!** vote will make sure no one shall be subjected to discrimination on account of race, color, ethnicity, national origin, disability, creed, religion, or sex, including sexual orientation, gender identity, gender expression, pregnancy, pregnancy outcomes, reproductive health care and autonomy.

- ✓ Promote equality of opportunity for people with disabilities both by banning disability discrimination and by affording enforceable legal rights to people with disabilities
- ✓ Prohibit discrimination on the basis of pregnancy, pregnancy outcomes, and reproductive health care and autonomy
- ✓ Protect on the basis of their sexual orientation, gender identity, and gender expression by explicitly referencing the Supreme Court ruling in *Dobbs v. Jackson Women’s Health Organization* in the State Constitution

As a beacon of our future, New York's Constitution must reflect our broad conception of justice, equal rights, and the duty to protect all people in the state against discrimination. **VOTE YES!** to **Proposition #1** on Nov. 5.

Protect Our Rights and
Reproductive Freedoms:
Support the New York
Equal Rights Amendment

TOP 10 REASONS TO VOTE FOR HARRIS-WALZ

DEMOCRATS HAVE DELIVERED:

- 1 Biggest **clean energy** investment in U.S. history
- 2 Historic **student debt** relief
- 3 Lower **health care** costs
- 4 Largest **infrastructure** investment in generations
- 5 Nearly 10 million **new jobs**
- 6 **First black woman** on the Supreme Court
- 7 Stronger **gun safety** laws
- 8 American Rescue Plan to provide **COVID-19 relief**
- 9 PACT Act to help sick **veterans**
- 10 Hope for a **brighter future**

VOTE

Tuesday, Nov. 5
Polls Open 6 a.m. - 9 p.m.

FIND YOUR
POLLING PLACE

findmypollsite.vote.nyc



Endorsed Candidates

(In tight races for the Nov. 5 election)



CONGRESS

House of Representatives



Thomas Suozzi

District 3
Queens/Nassau



Laura Gillem

District 4
Nassau



George Latimer

District 16
Bronx/Westchester



Mondaire Jones

District 17
Rockland/Putnam



Pat Ryan

District 18
Orange/Dutchess



Josh Riley

District 19
Hudson Valley

NYS LEGISLATURE

Senate



Iwen Chu

District 17
Brooklyn



Jessica Scarcello-Spanton

District 23
Brooklyn/Staten Island

Assembly



Stacey Pheffer-Amato

District 23
Queens

"Local 1180 is endorsing these candidates because they have proven themselves to be **staunch advocates for the labor movement** and the working, middle class. They know the contributions that unions make to not only members, but non-unionized members as well. We fight for everyone to have a better quality of life and these candidates **will all stand by our side in the fight**. When you go to the polls on Nov. 5, please consider voting for the candidates in your district who we have endorsed."

— Gloria Middleton, CWA Local 1180 President

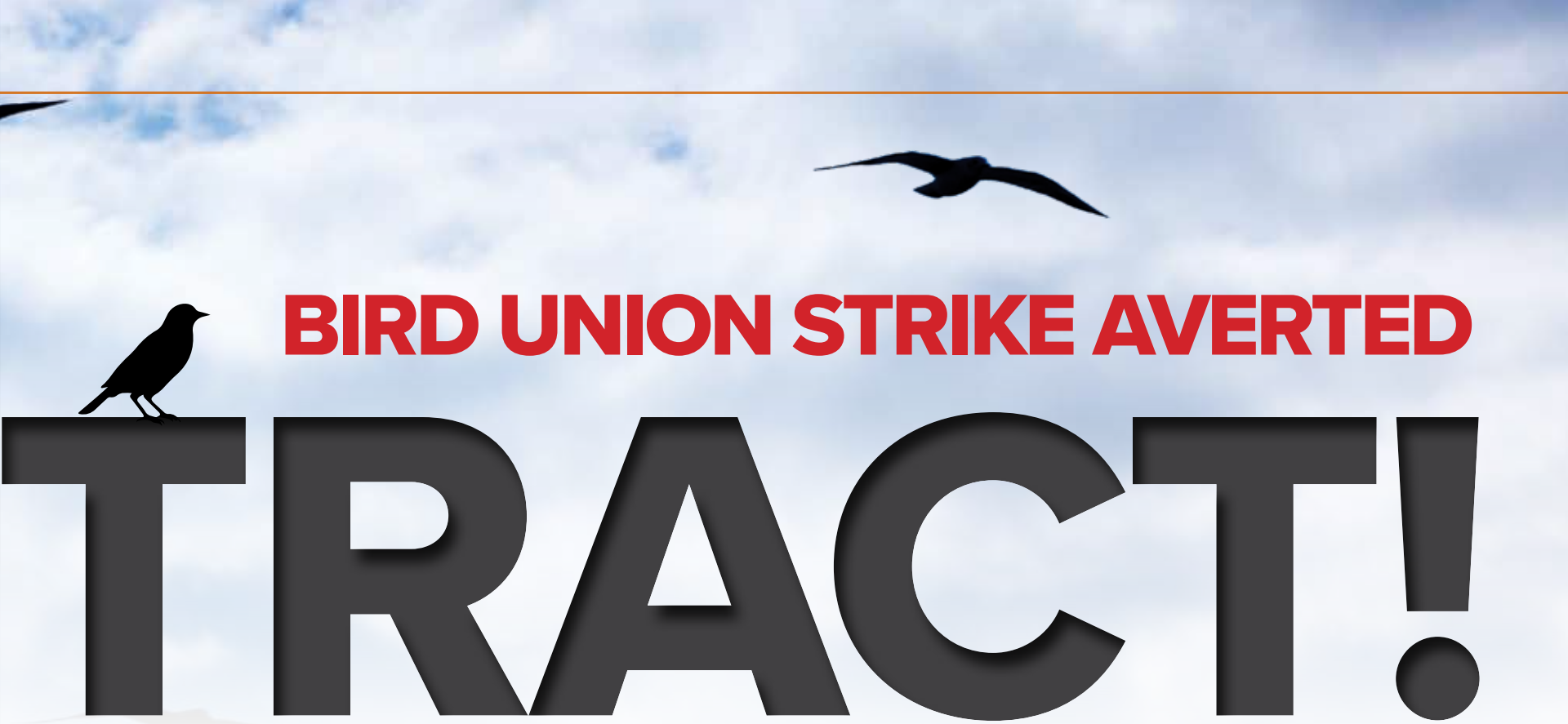


WE GOT A CON



Photo courtesy of Sean Mackell

◀ Christopher Thomas, Local 1180 Private Sector Staff Rep who worked to secure the final contract: "Our Bird Union members put up a great fight and it paid off."



BIRD UNION STRIKE AVERTED

TRACT!

It took two-and-a-half years, strategic bargaining, mobilizing, and organizing, dozens of union actions, an untold number of meetings, a practice picket, and the threat of a strike to finally get Audubon management to negotiate in good faith, but it all paid off on Friday, Sept. 6 when Local 1180 members at the Bird Union secured a contract deal.

The 260 bargaining unit members, which voted to strike in August, unanimously ratified their first union contract with the National Audubon Society on Sept. 20.

Members made significant progress on fair compensation, winning their first guaranteed, across-the-board raises — raises that have been shown to improve pay equity, an important goal for Bird Union members who will be receiving their retro pay in October for 2023 increases that management had been holding hostage.

The agreement contains 3% annual increases, which management had been fighting CWA on for more than a year, as well as up to an additional 4% in merit depending on members' performance evaluations (up to 7% total). This means that over the course of the contract, members will receive raises of more than 10%. The Bargaining Committee also secured for members a guaranteed bonus of \$3,450 during the life of the contract to assist with health care deductibles and premiums.

Other significant wins include 12 fully paid weeks of parental leave for those who have been with the company for more than a year regardless of what state the member lives in; severance to any remote or hybrid worker who decides to leave the organization instead of return to the office on a full-time basis or

relocate when asked; protections for staff in terms of safety equipment and reimbursement for protective gear; acting and covering pay for staff who take on the work of their colleagues or supervisors temporarily; summer Fridays that allow members to take every other Friday off within certain periods of the year, or take them off in the following two quarters if they were unable to use them in the set timeframe; and just cause for all disciplines and a voice at the table via the labor-management committee to continue addressing workplace issues during the three years that the contract will be in place.

“We are incredibly proud of our fellow CWA 1180-Bird Union members and their solidarity that has sustained us through more than two years of negotiations,” said the Bargaining Committee in a joint statement. “For every member who has walked a practice picket line, spoken out for the contract they deserved, or joined their coworkers for a union action: you built this. In negotiating and organizing for a first contract, our members have built a foundation for the future of all Audubon workers to have a voice on the job.”

Soncey Kondrotis, a member of the CWA Local 1180-Bird Union and Audubon employee, said that members have been waiting a long time for the benefits and protections that this contract provides.

“We will finally see raises, bonuses, and wage leveling that has been promised for years — money that people have needed in these years we have been bargaining. Through the process of forming our union and negotiating our contract, I have had the opportunity to meet some of the great people we

Continued on next page



have at Audubon, and I only see this organization changing for the better," Kondrotis said.

If not for the last-minute deal, workers were set to join a three-day national picket line from Tuesday, Sept. 10 through Thursday, Sept. 12. The union promoted the strike to its 9,000 active members and 6,500 retirees, asking them to come out in support of Bird Union members during the three-day strike.

Audubon management, their board members, and the press were all notified and told that Audubon's leadership had a chance to stop the strike and save Audubon's reputation if they told their team to come to the table and negotiate in good faith.

Local 1180-Bird Union members at the National Audubon Society were the second private sector shop to vote to authorize a strike and the first to announce the dates for it after years of negotiations.

It was scheduled to be Local 1180's first-ever strike. The union's public sector has never gone on strike due to the New York State Taylor Law that prevents public sector workers from striking. That same law also provides for the public sector to negotiate and receive things that the private sector does not have. For more than 20 years, Local 1180 has always settled even the most contentious of private sector contracts without having to resort to a strike,

This time, however, when frustration reached its peak, members, Local 1180 Executive Board, District 1, and National/International leadership all gave their approval for members to strike. Thankfully, it never came to that.

After three, extremely long sessions of packaged negotiations, culminating in a marathon 15-hour bargaining session on Friday, Sept. 6 that lasted until midnight, the Bird Union Bargaining Committee, along with Representatives and Organizers from Local 1180 and District 1, reached a tentative agreement with management on a first contract.

Christopher Thomas, Local 1180's Private Sector Staff Representative who has been the liaison to Audubon workers and has worked tirelessly to help secure this contract, said this incredible victory would not have been possible without the weeks of practice picketing in front of Audubon offices and centers, virtual SLACK-outs, members' willingness to crash board meetings, convenings and

events, as well as hundreds of hours on messages, emails, and conversations by members. It also would not have been possible without the support from other CWA locals, districts, and elected officials, all of whom marched and rallied with Local 1180 when needed.

"These members have been determined not to give up. They have been resilient under the most trying of times but it all paid off in the end," Thomas said. "They endured push back from management and even changed the name of their union, all in an attempt to effect change."


On Feb. 22, 2023, workers announced they were changing the name of their union from "Audubon for All" to "The Bird Union" in order to distance themselves from the man the organization is named after, John James Audubon.

The union was named 'Audubon for All', but Audubon was not for all. John James Audubon was a racist white man who enslaved at least nine Black people and contributed to Samuel George Morton's 'race science' that claimed white superiority over other races — ideas criticized at the time and now discredited.

One month later, on March 29, 2023, Local 1180's strength and the news of a Bird Union rally outside the National Audubon Society annual gala at the famous Cipriani in Manhattan, caused Audubon management to cancel the \$2,500+ per ticket event. That didn't stop the rally, however, which was moved to outside Audubon Headquarters at 225 Varick St. Bird Union members were joined by Local 1180 public sector members, CWA District 1, CWA National, other unions, and politicians, including NYC City Comptroller Brad Lander and Councilmembers Carmen De La Rosa and Julie Menin, who all rallied to send a message that workers deserve a fair contract now.

At the time, Bird Union members were demanding an end to the nonprofit's continued aggressive anti-worker behavior, union busting, and stalling of contract negotiations. Since negotiations began in 2021, Audubon had agreed to only seven of the workers' proposals out of a total of 29.

Also in March 2023, a federal mediator started overseeing contract negotiations have been overseen by a federal mediator an attempt to expedite the process. Later that year In October, the union won a critical victory when the National Labor Relations Board (NLRB) determined that Audubon violated federal labor law during its negotiations with the Bird Union-CWA by bargaining in bad faith and violating the rights of its workers.



"These members have been determined not to give up. They have been resilient under the most trying of times but it all paid off in the end. They endured push back from management and even changed the name of their union, all in an attempt to effect change."

— Staff Rep Christopher Thomas



Even with all these actions and federal decisions in the union's favor, the contract still didn't come to fruition then, but the stall tactics did not stop Bird Union members for persevering.

In November 2023, members from across the country rallied at the Audubon Leadership Conference in Colorado and spoke to attendees about their then-20-month struggle for a contract. Bird Union members continued to pressure Audubon CEO Dr. Elizabeth Gray to stop ducking her responsibility to settle a fair contract.

Their effort even included a billboard truck that brought the workers' message — that Gray needs to give a hoot about her workers — directly to national and chapter leadership. Hundreds of Audubon chapter leaders, campus chapter leaders, partners, and staff heard directly from Local 1180-Bird Union members about the contract fight. Union members even held a rally outside of the lunchroom where they spoke their truth about why they formed a union, what they want and need in a union contract, and why they need protections and support.


During the two-and-a-half years of negotiations, Audubon provided enhanced benefits to their non-union staff, refused to negotiate over mandatory subjects of bargaining, and refused to turn over essential salary information, all of which earned the non-profit four NLRB unfair labor practice violations after Local 1180 filed complaints and amendments dating back to March 2022.

On Aug. 14, 2024, the NLRB filed a complaint against Audubon for their conduct, and Local 1180 prepared to take Audubon to trial on Dec. 9, 2024, if a contract was not resolved.


"All of our actions built up to this moment in September 2024 when we secured a deal," Thomas said. "It was tiring, frustrating, and disheartening at times, but we never gave up. It's been rare that negotiations for a first-time contract have taken this long but we fought and we won."

Local 1180 President Gloria Middleton said that the process of negotiating and organizing for a first contract helped members build a foundation for the future of all Audubon workers to have a voice on the job.

"While we were definitely ready to have our members walk off the job for three days, we are glad it didn't come to that. What we wanted all along was for management to negotiate in good faith, not utilize strong-arm and stall tactics that left us in this position for years. It was unnecessary but shows the power of organized labor," Middleton said.

SCAN for more
BIRD UNION
PRACTICE PICKET
photos & videos




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LABOR DAY

PARADE

Overcast skies and plenty of rain didn't stop more than 85,000 workers and their families from taking to the streets of Manhattan in a powerful and vibrant display of solidarity and pride, marching twenty blocks past tens of thousands of spectators who turned out in support for this year's Labor Day Parade.

Dozens of labor unions throughout New York City gathered on Sept. 7, lining side streets in the 40s on both sides of Fifth Avenue to celebrate their recent victories and use the energy from the day to gear up for the November presidential election.

CWA unions, including Local 1180, gathered on West 44th Street between Fifth Avenue and Broadway, donning red CWA rain ponchos in an attempt to stay dry until march time.

"Both our public sector members and our private sector members came together in a sign of unity to help celebrate the growing strength of the labor movement and all our accomplishments of the past year," said **Second Vice President Teesha Foreman**.

One day before the parade, Local 1180 reached a tentative agreement for Bird Union members working at Audubon Society after a two-and-a-half year battle (see pages 8-9).

"There was no better reason to be celebrating our successes than this," said **Local 1180 President Gloria Middleton**, who was interviewed about the TA, labor's strength in New York City and across the country, and the reason unions are so successful. "The labor movement continues to grow every day but has its strength rooted in New York City, one of the strongest labor cities anywhere in the country. This parade is proof of that."

Many elected officials, including U.S. Senate Majority Leader Chuck Schumer, NYS Attorney General Letitia James, NYS Comptroller Thomas DiNapoli, Gov. Kathy Hochul, and NYC Mayor Eric Adams helped kick off the event.

Marchers celebrated several significant victories of the past year, including budget restorations, alternate work schedules, contracts, and newly organized members, all contributing to the labor movement's power and influence.

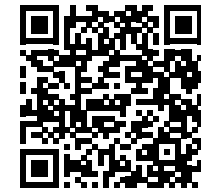
The parade took place just days prior to the 23rd anniversary of the Sept. 11 attacks on the World Trade Center and provided an opportunity to not only honor public sector workers who gave their lives while performing their duties, but remember just how far the city has come in the past two decades.



ALL WORKERS, MANY VOICES,



ONE FIGHT



SCAN CODE TO VIEW LABOR DAY PHOTO GALLERY



SCAN CODE TO WATCH CBS NEWS 2 COVERAGE



SCAN CODE TO WATCH PRESIDENT MIDDLETON'S MESSAGE ON LABOR DAY



Dozens of Local 1180 members, their families, and friends came out for this year's 55th annual African American Day Parade on Sept. 15. This is a chance to highlight African American culture, heritage and unity, showcase the best and brightest of the community, and commemorate the legacy of our ancestors.

Carol Griffith, one of the newer Local 1180 Members-at-Large, said the parade is really a chance for union members to join together and who their African American pride.

"It's a long day, but we make it fun for everyone who joins us to march behind the Local 1180 banner," Griffith said. "We had many members come out with their children, nieces, nephews, and grandchildren so they also get the chance to see for themselves just how important this parade really is."

Parade organizers say that the vision of the parade is to inspire a world where African Americans proclaim independence within our communities in the areas of business, education, health, arts and culture, and politics and government.

Local 1180 Secretary-Treasurer Robin Blair-Batte said Local 1180 also used the parade to get out the message that everyone needs to be registered to vote in the upcoming November election.

"It's so important for the next generation to understand that they are our future. They need to know what's going on around them and know that they are not too young to get involved," Blair-Batte said. "Even the back of our T-shirts got out that message: It's never too soon to inspire the next generation."

The African American Day Parade, Inc. (AADP) was founded in 1968 by two organizations: Afro-American Day & United Federation of Black Community Organizations. Thirteen members of that group saw a need for positive representation of the African American community. It was their vision to produce a platform for multi-sectors of the community to come together and celebrate Black American heritage, talents and accomplishments, while also honoring our ancestors.

55TH ANNUAL AFRICAN AMERICAN DAY PARADE



Never Too Soon to Inspire the Next Generation



**D
N
C** 2024

Democratic National Convention
AUGUST 19-22 * CHICAGO



DNC 2024

SMALL BUSINESS OWNERS AND
ENTREPRENEURS AND AMERICAN

EXPERIENCING

History

at the **DNC**

In February 2024, I received a call from New York State Attorney General Letitia James asking if I was interested in becoming a delegate for Joe Biden at the Democratic National Convention (DNC). I would be the labor representative for my Congressional District 13. Of course, I was taken by surprise and was elated that the Attorney General considered me for this position.

She let me know she was submitting my name, which led me to start researching what I needed to do to become a delegate. The first step was getting a petition signed by enough voters in my district during the designated petitioning period so my name could be placed on the ballot.

Needless to say, being a delegate to the DNC was an exciting prospect, but quite overwhelming. I couldn't wait to tell my 1180 staff and Executive Board and once I did, they immediately starting volunteering to petition on my behalf and mobilize members who live in my Harlem district to join them.

I'm incredibly grateful to those who helped collect enough signatures as I was eventually notified that my petitions were accepted and I would be placed on the ballot with nine other candidates running for delegate in the April 2 primary election for Joe Biden (who at the time was the Democratic nominee).

On Election Day when I went to vote, I took a picture of the ballot as it was the first time my name was ever on one. I tied for fourth place, which meant I was on my way to Chicago for the DNC.



The elected delegates began organizing for what we thought was going to be the Joe Biden Democratic National Convention. However, as we all know, shortly before the convention he stepped down and nominated Kamala Harris to take his place, possibly becoming the first female U.S. president.

This was history in the making, and I felt so privileged and proud to represent labor at the DNC. It's important to note that the Local was not allowed to pay for any of my expenses to represent Local 1180 and labor at the DNC. That's done through our COPE dollars, or what we call the Political Action Fund.

This was an exciting time. I was motivated to be part of what was taking place and I was eternally grateful that I would be part of history. I have never been to a Democratic National Convention before and as luck would have it, this was the the right convention to be attending where I could witness history in the making.

Convention check in was on Sunday, followed by the first session Monday morning at the labor breakfast for New York State that was hosted by Gov. Kathy Hochul.



Monday. Tuesday. Wednesday. Thursday. Every day started at 7:30 in the morning when we met other state politicians and coordinated our mobilization efforts to make sure Kamala Harris and Tim Walz are elected. I met almost every New York State politician in attendance, and there were a lot — Attorney General Letitia James, my own NYC Council member Yusef Salaam, Speaker Adrienne Adams, and many other Council members, and dozens of State Senators and Assembly members.

We worked together to invigorate and motivate ourselves and each other so when we returned to New York, we would be all geared up to reach as many voters as we could to get them to vote for Harris and Walz. We knew we had to push the vote from women and talk about reproductive rights, the economy, and education, while also talking about the dangers of Project 2025.

Every morning we were a little more educated about what was needed to make sure that Kamala Harris gets elected, and we get back some of the congressional districts that we lost in the last election when they went Republican. By recapturing Congress, we can have New York's own Hakeem Jeffries as the Speaker of the House of Representatives.

The Monday labor caucus was filled to the max with so many different unions being represented. We heard a lot about Harris' background and what she has done already for working-class Americans and organized labor in all her different political positions. All her actions show how she cares about the regular working person and how she is committed to upholding the middle class and bringing up those below middle class status.

We spoke about how we never heard the word "union" as often as we did in the Biden-Harris White House and how Harris will ensure that the National Labor Relations Board stays constructed in a way that unions' and members' voices are heard.

The inspiration and excitement kept growing after the labor caucus ended and I boarded the bus to go to Chicago's United Center. Buses were coming and going everywhere in order to transport the tens of thousands of delegates, alternate delegates, and guests. Security was extremely tight, especially because of the protests surrounding the Center. Lines were extremely long and entering was a bit chaotic and not as organized as I would have thought. Even the line for those with disabilities was difficult to locate and since I could not stand in the very lengthy lines to pass through security, it was an issue, but one that was eventually resolved.



Upon entering the convention center, the sheer magnitude of the event finally hit me. The New York delegation was on the convention floor and I was so elated to find my seat and take in everything happening around me.

The United Center seats 23,500, which is about 4,000 more than Madison Square Garden for reference. I was there early so I got to experience the center filling in. While the gavel came down at 5 p.m. for roll call, business, and voting, the national broadcasting didn't really begin until two hours later. All I can say is that I was truly amazed by what was happening around me. I was electrified.

I was so pleased to be able to be in the presence of people who had the same mission and came from such diverse backgrounds — black, white, Jewish, Hispanic, Asian, gay, straight, transgender. It was everybody coming together for one reason: to make sure that Kamala Harris gets elected and that America moves forward, not backward.

I can't begin to tell you the feeling in that audience. If you felt it on TV, it was twice as electrifying being there in person, with each state proudly announcing they were the delegates for Harris and Walz.

Being elected as a delegate was truly one of the most memorable experiences of my life. In addition to representing labor at the DNC, there were so many other highlights that will stay with me forever, such as seeing and hearing Michelle Obama and her husband. They rocked the house. Michelle did it more than Barack, by the way. Her energy and her spirit were unmatched.

We gave them both a standing ovation, just as we did for Joe Biden because it takes a powerful man who is the leader of the free world to step back and give up what would have been his nomination to a woman.

A woman. Let's not even talk about her being a black woman. That's phenomenal. For me personally, I will always look at him as the most unselfish man I've known in my lifetime.

Other highlights of the convention were Tim Walz's speech, and hearing from his son, who is on the spectrum, say "that's my dad" and seeing how proud he was of his dad, because to him, he's just dad.

The DNC was emotional. It was invigorating. It was an exciting time. I will never forget this. I have lots of memorabilia I can pass on to my son and my grandchildren, and for that, I am eternally grateful.

What I think is so important for all of you to take away from this is what Michelle Obama said: "Everybody has their quest in life and everybody has things that they have to do."

You know what we all have to do. Head to the polls on Election Day, Tuesday, Nov. 5 and cast your vote for Kamala Harris and Tim Walz so labor, and women, and our economy, and our country all have a future.



GLORIA MIDDLETON

Never a More Important Time to Vote Than Nov. 5

If you're like most readers, you've started with page one of this issue of the Communique and should have realized that we are going heavy on election material. We've given you background information on both Kamala Harris and Tim Walz. We've explained the Equal Rights Amendment resolution that will be on the ballot and why it's so important to vote YES. And we've listed our endorsed candidates in Congress, and the state Senate and Assembly.

I would be remiss at this point if I didn't recap our special election coverage and talk about the importance of voting. While we all know that voting is a fundamental right, I just cannot stress enough the importance of voting in this election.

While all elections are important in determining who will be your next political leaders, no election in recent history is as important as this presidential election on Nov. 5. When I say the future of our country is at stake, I am not overexaggerating one bit. We have already had one go-round with Donald Trump as president, so we know how dangerous this man can actually be.

Trump is a danger to America and a definite danger to organized labor. He has made it very clear that he stands on the side of businesses and corporations and not with the working middle-class.

After claiming that Joe Biden and the Democrats stole the election from him four years ago, no one can forget the Jan. 6, 2021, riots in Washington, D.C. as Congress was meeting to certify those results that resulted in a violent and heavily armed mob of Trump supporters storming the U.S. Capitol. While lawmakers and staff were quickly ushered to secure locations or barricaded behind doors, the rioters pushed past severely outnumbered Capitol police, breaking windows and vandalizing offices, leaving five people dead.

That Trump-incited mob attack was an attack not just on the U.S. Capitol building, but also on our American democracy and our election process.

Is this the man you want back in the Oval Office running our country? There are so many negatives when talking about the man I refer to as #45 that it would be impossible to list them all.

However, for the sake of space, and probably my sanity, here are the highlights that should help anyone sitting on the fence to make a wise voting decision:

- Trump has made increasing the power of corporations over working people his top priority.
- He is extremely anti-union, encouraging freeloaders and making it more difficult to enforce collective bargaining agreements, silencing workers, and restricting the freedom to join a union.
- During his presidency, Trump packed the courts with anti-labor judges who have made the entire public sector "right to work for less" in an attempt to financially weaken unions.
- He stacked the National Labor Relations Board with anti-union appointees who side with employers in contract disputes and support companies who delay and stall union elections, and misclassify workers to take away their freedom to join a union.
- Trump made it easier for employers to fire or penalize workers who speak up for better pay and working conditions or exercise the right to strike.
- He promised to veto the PRO Act and the Public Service Freedom to Negotiate Act, historic legislation that will reverse decades of legislation meant to crush private sector unions and shift power away from CEOs to workers.
- Trump has restricted overtime pay, opposed wage increases, and gutted health and safety protections.
- He changed the rules about who qualifies for overtime pay, making more than 8 million workers ineligible and costing them more than \$1 billion per year in lost wages.
- He has encouraged outsourcing and offshoring.

There's more. So much more. But I think, and hope, you get the point. Trump is a danger to America and a definite danger to organized labor. He has made it very clear that he stands on the side of businesses and corporations and not with the working middle-class.

While Trump claims to be pro-worker, his record says he's anti-union.

You've heard it a million times, but it's true, and it's worth repeating a million more right up until election day. This is the most important election of your life. To the unregistered, it's time to register and stand up for your rights. To the younger generation, this is about your future. To union members, this is about your ability to remain part of a union that has the ability to continue fighting for its members. To those in the 40s, 50s, and 60s, this is about your ability to help your children and grandchildren while still being able to retire with dignity. To women, this is about your ability to make medical decisions in your own best interest.

I am asking every single one of our members to do your part. Talk to your family members, your friends, your neighbors, and your co-workers. Educate them. Let them know what a vote for Trump really means.

Michelle Obama said it best during her speech at the Democratic National Convention. "If you can't do a whole lot, do something."

We all need to do our "something" before it's too late. I hope every one of our members and our retirees votes, and votes smartly. This presidential election, like most, is playing on emotions. There is a lot of story-telling going on and sometimes it's hard to know what's fact and what's fiction.

Do your homework. Vote with your head, not your emotions. Let's all do what we can to make sure Kamala Harris and Tim Walz become our next president and vice president so our country can continue to move forward on a positive path, not take a giant step backward.

As I get older and live through more elections, I see how America the great is not so great for everyone equally. We can continue to change that if we allow Kamala Harris to forge ahead on the path that Joe Biden set for her. He made tremendous positive change in the last four years and Kamala Harris, given the opportunity, will make even more in the next four years.

Who you vote for when you head to your polling location on Election Day is your choice, but please make sure you know all the facts before you cast your vote.

MEMBERS IN ACTION



Borough Community Coordinating Committees geared back up in September after taking off for the summer months. Bronx and Brooklyn each drew large crowds for the first fall meeting where members heard about the importance of voter registration and getting out the vote for the November election. Brooklyn’s guest speaker was New York City Council Member Rita Joseph (top left), while Local 1180’s own Mobilization Coordinator Helen S. Jarrett (top right) spoke about the electoral college and how it impacts voting. At right, Bronx members talk about the presidential election and hear updates



on community issues. Manhattan, Staten Island, and Queens also met in September.



CWA National Legislative Conference

Local 1180 members and Executive Board members joined hundreds of other CWA union members for the 2024 CWA Legislative-Political Conference with the goal of setting the union's legislative and political agenda. Participants heard from state and national elected politicians, and participated in many panel discussions, including Fighting Back Against Attempts to Divide Us, Building the Skills to Win, Building Broadband for All, and Building Worker Power at the State Level.



Outstanding Woman in Labor

President **Gloria Middleton** was honored in early September as an Outstanding Woman in Labor by New York City Councilwoman Carmen De La Rosa and New York State Senator Jessica Ramos, both of whom called out Middleton's accomplishments for all races, genders, nationalities, and religions through the City, and her continued push to be a strong voice for the working, middle-class.



Union Supports Striking CWA AT&T Technicians

When 17,000 CWA members at AT&T Southeast decided to go on strike because AT&T was not bargaining in good faith for a contract, CWA knew the fight would be long. Workers stood strong on the picket lines because they were in a fight for their future. CWA locals across the country stood in solidarity by wearing red, holding signs in support, taking photos, posting them on social media, and tagging AT&T so the company knew that the technicians had the support of tens of thousands of union brothers and sisters.

That campaign was successful in helping the technicians in Districts 3 and 9 finally get new contracts. In mid September, bargaining teams reached tentative agreements with AT&T Southeast and AT&T West. The agreement in the Southeast ended the 30-day unfair labor practice strike — the longest telecommunications strike in CWA District 3's history — with union members across nine states pressuring the company to negotiate in good faith.

The agreement at AT&T West came after members rejected a previous tentative agreement on Sept. 6.

“I believe in the power of unity, and the unity our members and retirees have shown during these contract negotiations has been outstanding,” said CWA President Claude Cummings Jr. “I’m not just talking about AT&T members in the Southeast and West, although the determination of our striking AT&T Southeast members was remarkable. CWA members and retirees from every region and sector of our union mobilized in support of our bargaining teams. Gone are the days when CWA Districts and Sectors had to fight their fights alone. Together, we win.”

Local 1180 staff, officers, executive board members, staff reps, and shop stewards all took photos at various times during the strike in support of the striking technicians.



MEMBERS IN ACTION



The **CWA Human Rights Committee** hosted a four-day conference with more than 500 CWA members from across the country who took part in workshops, solidarity actions, and other activities. The agenda featured several workshops and panel discussions, including "Ageism, Accessibility, and Pensions," "Addressing Systemic Racism as a Workplace Health and Safety Issue," and "How to Not Work Until You Die." The conference focused on the work still needed to create an anti-racist America that works for all its residents. A poignant moment in the festivities came when members of the Minority Leadership Institute (MLI) gathered to formally rename the MLI in honor of civil rights and labor activist Dennis Serrette, who was a founding member of CWA's Black Caucus and the Coalition of Black Trade Unionists. "The speakers were very informative, particularly Representative Al Green from Texas who I believe is the first man I've ever heard say that a man is in no position to decide on women's issues particularly when it comes to their bodies," said **Local 1180's Amica Benjamin Teesha Foreman, Local 1180 Second Vice President**, gave a short speech on the lack of rights governing women's issues.



The **NYS AFL-CIO** marked its 34th annual convention in New York City with unions, including a contingent from Local 1180, coming together from across the state to express their policy preferences and adopt resolutions that guide the labor movement and improve the lives of working people. At the convention, the AFL-CIO announced endorsements of candidates running for Congress, State Senate, and Assembly. Members representing unions from the public sector, private sector, and building trades played a crucial role in the process, from candidate screening interviews to the ultimate endorsement votes at the Convention.



Chosen as one of New York's Top Labor Leaders, Local 1180 President Gloria Middleton joined dozens of others selected for the Labor Power 100 by City & State. This annual event calls out the leading voices of labor and pays tribute to those who stand up for the working middle class to make sure their voices are heard. Joining Middleton at the event were **First Vice President Gerald Brown, Second Vice President Teesha Foreman, and Secretary-Treasurer Robin Blair-Batte**. The event was attended by many of New York's labor-friendly politicians and leaders who stopped by to congratulate Middleton. Pictured from top: NYS Senator Jessica Ramos, NYS Department of Labor Commissioner Roberta Reardon, and NYS Assembly member from Queens Stacey Pheffer Amato. According to City & State, "organized labor is an integral part of life in New York, from the private and nonprofit sectors to the world of politics and policy. Union leaders use their influence to advocate for their members, often improving pay levels and working conditions, while making endorsements of candidates and laying out policy priorities, and then mobilizing to support them."

The Committee on People with Disabilities, chaired by **Ed Yood**, met on Sept. 4 with a great turnout both in person and virtually (below left). The main topic of discussion was the Disability Pride Parade NYC (DPPNYC), scheduled for Sunday, Oct. 20, 2024. The DPPNYC Executive Board attended in addition to several other guests. Below right, members of the Committee participated in this year's Disability Unite Festival in Central Park to celebrate disability pride. They met at the Central Park Naumburg Bandshell in New York City to celebrate community, and commemorate the 34th anniversary of the Americans with Disabilities Act. Pictured are **Member-at-Large Rosario Roman**, **Shop Steward Pamela Odle (HPD)**, **Committee Chair Ed Yood**, and **Shop Steward Karen Smith (DOF)**.



The Poor People's Campaign Dozens of Local 1180 members boarded buses to Washington, D.C. at the end of June to participate in the Poor People's Campaign, which is designed to reach out to 15 million poor and low-wage earners who make up the largest swing vote in the country. According to the Poor People's Campaign website, "In 1968, Rev. Dr. Martin Luther King Jr. and many others called for a "revolution of values" in America. They sought to build a broad, fusion movement that could unite poor and impacted communities across the country. Their name was a direct cry from the underside of history: The Poor

People's Campaign. Today, the Poor People's Campaign: A National Call for Moral Revival has picked up this unfinished work. From Alaska to Arkansas, the Bronx to the border, people are coming together to confront the interlocking evils of systemic racism, poverty, ecological devastation, militarism and the war economy, and the distorted moral narrative of religious nationalism. We understand that as a nation we are at a critical juncture — that we need a movement that will shift the moral narrative, impact policies and elections at every level of government, and build lasting power for poor and impacted people."



Bronx Democratic County Committee On Sept. 18, Local 1180 members dressed up for the Bronx Democratic County Committee's annual Fundraising Dinner that helps promote Democratic candidates for office across the borough who will continue to fight for progress and elect progressive Democrats who will fight for a better, fairer, and brighter future for our communities. Pictured from left: Staff Representatives Shakima Ivory and Theresa Pinto, Second Vice President Teesha Foreman, Retirees Florence D. Anthony and Jeanette Taylor, Councilmember Kevin C. Riley, Shop Steward and Chair of the Bronx Borough Community Coordinating Committee Zenola Fields, Member-at-Large George Johnson, Michele McCray, Recording Secretary Debra Paylor, and Member-at-Large Helen S. Jarrett.

WOMEN'S COMMITTEE

PINK & WHITE AFFAIR



Almost 100 Local 1180 members, staff, and guests came together for one purpose on Aug. 24 at the Manny Cantor Center in Manhattan — to bring awareness to breast cancer and help raise funds for the American Cancer Society. The Women's Committee regrouped this year to bring back the popular Pink & White Affair that had been on hiatus for several years due to the pandemic.

Mistresses of Ceremony for the event were **Pamela Odle** and **Helen S. Jarrett**. The program featured an extravagant lunch spread served by Local 1180 Men's Committee members, a breast cancer educational segment by the lead health educator at Mount Sinai Hospital Tisch Cancer Institute, medical insights from AdvantageCare, breast cancer survivor stories, a Making Strides presentation by the American Cancer Society, door prizes and raffles, and concluded with dancing in celebration of life.

Women's Committee Chair Debra Busacco said the union raised close to \$3,000 from the event and from donations to the 1180Cares team that will walk in the 2024 Making Strides Against Breast Cancer walk on Oct. 20 in Central Park, in which more than three dozen 1180 members will march.

"So much work went into making this year's Pink & White Affair the best it's ever been. It really took a team with tremendous dedication to making sure everyone had a great time while drawing attention to the fact that Apart from skin cancers, breast cancer is the most common cancer type in women," Busacco said.





SCAN for more
PINK & WHITE
EVENT photos



LEARNING FROM THE PAST TO LIVE IN THE FUTURE

at the National Museum
of African American
History & Culture
in Washington, D.C.



The National Museum of African American History and Culture is a place where all Americans can learn about the richness and diversity of the African American experience, what it means to their lives, and how it helped shape this nation. For all those reasons, the Local 1180 Civil Rights & Equity/Community Service Committee took two busloads of members, their friends, and family to Washington, D.C. on Aug. 27-28 to immerse in an unforgettable historical experience.

“This unique trip is a deep dive into the rich history that captures the major aspects of the ongoing struggle by the nation in general and African Americans in particular to define and make real the meaning of freedom,” said Committee Chair Hazel O. Worley.

The Smithsonian’s National Museum of African American History & Culture’s exhibition takes visitors from the end of Reconstruction through the Civil Rights Movement of the 1960s and illustrates not only how African Americans survived the challenges set before them, but crafted an important role for themselves in the nation.

“Everyone on the trip, no matter how young or old, saw how the nation was changed because of our historical struggles,” Worley said. “We got to see the story of America through the African American lens. For some of our younger guests on the trip, this was their first time seeing for themselves what it means to be African American today and what we went through to get here. The Museum uses a variety of artifacts that showcase the diversity of America, demonstrating that no matter the color of our skin, we all are part of the melting pot we call the United States of America.”

The exhibition serves as an introduction to the concept of African American and African diaspora culture by examining style (identity, political expression, and attitudes expressed in clothing, dress, hair, and jewelry), food, artistry, and creativity through craftsmanship, social dance and gesture, and language. The Museum, which has about 3,500 items on display, also showcases the African diasporic histories and traditions, as well as the powerful stories

of Black Americans who have helped transform the country. The museum brings history to life with exhibitions that include iconic objects such as a Tuskegee airplane, Michael Jackson’s fedora, Muhammad Ali’s boxing gloves, and a segregated rail car, a dress Rosa Parks was making shortly before she was arrested for not giving up her seat on a segregated bus, Emmett Till’s casket, Rev. Dr. Martin Luther King Jr.’s original speech from the 1963 March on Washington for Jobs and Freedom, prison tower from Louisiana State Penitentiary in Angola, segregated Southern Railway rail car from the Jim Crow era, Woolworth’s lunch-counter stools, and a house built, owned, and lived in by freed slaves in Maryland.

The Museum was established in 2003 and opened its permanent home in 2016 with a ceremony led by President Barack Obama.

Upon leaving the Museum, members also visited the Martin Luther King, Jr. Memorial.

“It was very impressive to see the Memorial that covers four acres and includes the Stone of Hope, a granite statue of Civil Rights Movement leader Martin Luther King Jr.” Worley said.

The inspiration for the memorial design is a line from King’s “I Have a Dream” speech: “Out of the mountain of despair, a stone of hope.”

Members expressed their gratitude for a wonderful outing and expressed their desire for the Committee to plan another trip soon.

Special thanks to Executive Board and Committee members Amica Benjamin, Rosario Roman, and Carol Griffith and Committee member Cheryl Drumgold for all their hard work in making sure the trip was successful.





TEESHA FOREMAN

Guns Down. Lives Up. Choose Peace. Not Firearms!

Even before the founding of our country, America wrestled with gun violence. In the last four years alone, gun violence has become the leading cause of death among children and adolescents, a sad reality for the state of our country.

While other industrialized nations have figured out how to deal with firearms, America continues to allow gun violence to cast a dark shadow, causing anguish and pain to countless families. As solutions continue to dodge this great country's grasp, it's up to labor unions to take the lead on ridding our citizens of this plague.

Clearly there is no quick-fix solution. Therefore, labor must engage in a multi-front assault to tackle the shocking statistics that just begin to reveal the true extent of the problem.

This is where organized labor needs to up its game and continue lobbying for gun control.

We must remain vigilant even though legislative change moves at a snail's pace.

In 2020, almost 25,000 people were murdered in the U.S., nearly 80% of them with a firearm. That year saw homicides rise by 30%, the largest single-year increase on record, with almost all the new deaths due to firearms, according to [cdc.gov](https://www.cdc.gov).

What is not accounted for in these numbers are accidental and suicidal deaths due to guns. When factored in, even more alarming statistics are revealed.

Guns are now the leading cause of death of children under age 19, including accidents and suicide. The U.S. has nearly six gun homicides per 100,000 — more than seven times higher than other industrialized countries.

Recently, U.S. Surgeon General Murthy declared gun violence a national public health crisis. The impact of gun violence spreads far beyond the staggering 50,000 lives lost annually.

It impacts millions of people who have been shot and survived, as well as those who have witnessed gun violence, lost family members, or who learn about it through the news.

I can speak to this personally, having lost my younger brother and best friend to gun violence on Feb. 4, 2000, when he was just 18 years old. For me and my family, stopping the out-of-control gun violence plaguing our communities must be brought under control, which is why I've become so involved in organizations like SUV, Stand Up to Violence at Jacobi and Lincoln hospitals.

While empirical evidence screams a need for more gun control, why haven't regulations been put in place? The answer is simple. Republican lawmakers in Congress have no desire to vote for expanding background checks and banning assault-style weapons because the National Rifle Association (the NRA) wields far too much control over Republican politicians. They have incredibly deep pockets and spend that money to make sure Republicans vote the way of the NRA.

Yet, gun control laws have been around since colonial days when it was a criminal act to transfer guns to Native Americans, slaves, and indentured servants. There were even laws requiring at least one adult male in every household to carry a gun to church or other public meeting in order to protect against attacks from Native Americans or the insurrection of slaves. Other laws required immigrants to own guns in order to immigrate or own land. Some people can't own guns while others are required to. Confusing?

This is where organized labor needs to up its game and continue lobbying for gun control. We must remain vigilant even though legislative change moves at a snail's pace. Last June, President Biden signed the Bipartisan Safer Communities Act into law, the first new gun regulation law passed by Congress in nearly 30 years. While every little bit helps, we still have a long way to go.

Coming as no surprise is that gun violence is far more prevalent in the African American community, and is the leading cause of death of our African American males under the age of 55 and the second leading cause of death for Hispanic males under 35. Annually, nearly 8,000 black lives are claimed by guns, or 60% of gun murders, even though blacks make up about only 15% of the population.

So, if gun violence has a disproportionate effect on one community, are there unique situations in that

community? Perhaps there are underlying causes that need to be addressed. The Educational Fund To Stop Gun Violence (EFTSGV) has identified several root causes of gun violence including income inequality, underfunded public housing, underperforming schools, lack of opportunity, and perceptions of hopelessness, and easy access to guns by high-risk people — ALL IN THE BLACK COMMUNITY!

Unions have a role in preventing gun violence in communities hardest hit by violence. The good news, though, is that these are areas labor has always addressed. CWA is actively working with community groups and must continue to lead labor in getting resolutions. CWA works with groups like the Poor People's Campaign to fight inequality and eradicate the conditions that create fertile soil for gun violence to flourish. In addition to addressing the underlying issues, we must form coalitions with community violence intervention programs that work directly with people who are at risk of committing gun violence or becoming victims of it. In other words, collaborate with the local stakeholders.

Finally, unions have a unique role in preventing workplace and school gun violence. Labor must insist on negotiating policies and procedures to ensure the safety of its members at work. No one should have to worry about going to work or school alive and leaving in a body bag.

There's so much work to do on the gun front so get involved wherever you can. Every one person can help make change.



Teesha Foreman and her mother Evelyn Francis at a Stop Gun Violence walk in memory of her brother Chad S. Francis.

This is the only opportunity for members and retirees to change their dental plan coverage, which will be effective Wednesday, Jan. 1, 2025.

Next Open Enrollment for Dental Insurance

Monday, Sept. 30, 2024 — Friday, Nov. 29, 2024

Members may only enroll in one plan for the entire year of 2025. If you wish to remain in your current plan, no action is required.

THE FUND SCHEDULED DENTAL BENEFIT PLAN (Administered by Daniel H. Cook Associates)

Under this plan, you may go to any dentist you choose, but when you use a non-participating dentist, you may incur an out-of-pocket expense for covered services. Payment is made for dental expenses up to \$2,400 per calendar year, for each covered member and eligible dependents. Participating dentists will accept the fixed fee set by the plan as payment-in-full for the services you receive. If the cost of treatment exceeds \$500, or when charges for a course of treatment includes crown or bridgework, you must submit a pre-treatment plan before the work begins. Benefits will be denied on any claim not submitted for pre-treatment review as required. Contact information for this plan: 212.505.5050 or www.dhcook.com *Expanded provider network available.

**DENTCARE/HEALTHPLEX DENTAL PLAN (Group # Actives: GG-O43, Retirees: GG-O46)

This HMO plan provides all necessary dental services with little or no out-of-pocket expense. You are required to use a Dentcare affiliated provider. You will receive an ID card that you will present to your participating provider. (No claim forms are required under this plan). This plan has no annual maximum and provides orthodontia coverage for eligible children and adults. Contact information for this plan: 877.591.1789 or www.yourdentalplan.com/healthplex

ANTHEM BLUE-CROSS/BLUE-SHIELD XPO PLAN (Group # 300310)

Anthem BlueCross/BlueShield Network lets you choose from thousands of licensed dentists and specialists nationwide. Average discounts of 70% on covered services when compared to out-of-network. You pay a negotiated rate for covered services from in-network, up to your coverage year maximum of \$2,000 per individual, annually. Contact information for this plan: 877.606.3338 or www.anthembluecross.com

EMBLEM HEALTH PREFERRED DENTAL PLAN (Standard or Premium options)

Emblem Preferred Dental gives you quality coverage with access to more than 8,500 dentists and specialists nationwide. You can choose a network dentist or specialist for the services covered under your plan. You are not required to pick a specific primary dentist. Emblem has a \$2,500 annual maximum per person; however, with this dental plan, you can cover your children up to age 26. Also, children are covered for orthodontia services until the end of the year they turn 19. You may select from one of the following:

- **Standard Plan** – No monthly premium requirement. Annual Deductibles; Individual = \$75, Family = \$225 (Grp# Actives: 1130336-1001, Retirees: 1130336-1002)
- **Premium Plan** – Required monthly premium; Actives = \$34.51, Retirees = \$29.76 per household, with no deductibles. (Grp# Actives: 1124388-1001, Retirees: 1124388-1002)

Contact information for this plan: 800.624.2414 or www.emblemhealth.com

Action required for change

Below is a brief plan comparison chart. If you are interested in changing your dental plan, log into your Member Portal at www.cwa1180.org where you can also upload completed enrollment forms, or visit the Local 1180 website at www.cwa1180.org/resources to download and print your enrollment form along with the complete Summary of Benefits Description, of your preferred plan.

You can also email your completed enrollment form to benefits@cwa1180.org, fax it to 212.219.2450, or mail to the Benefits Fund office, 6 Harrison St., 3rd floor New York, NY 10013.

Feel free to contact the Local 1180 Benefits Department with any questions. They can be reached at either benefits@cwa1180.org or 212.966.5353.

2025 Local 1180 Dental Benefit Enrollment Options	Dentcare (Healthplex)	Scheduled Dental Plan	Emblem Health Standard & Buy-Up Option	Anthem BlueCross BlueShield Dental XPO
Monthly Member Premium	NO	NO	Standard: No Monthly Premium Buy-Up: Actives = \$34.51 Retirees = \$29.76 *per household*	NO
Preventive	100% Covered Services	100% Covered Services	100% Covered Services	100% Covered Services
Orthodontic Services Benefit Maximum	Full case fee per eligible insured child or adult. \$300 copay	\$2,290 Lifetime maximum benefit per individual	Standard: Covers 50% for services Buy Up: Fully covered 100% for children.	\$2,000 Per eligible insured child
Annual Maximum Benefit	No annual maximum per person	\$2,400 annual maximum	\$2,500 annual maximum per person	\$2,000 annual maximum per person
Special Features	<ul style="list-style-type: none"> • Adult Orthodontia • Minimal copays 	<ul style="list-style-type: none"> • In-and-out of network access • Crowns: replaceable every 5 years. • Implants: once in a lifetime, \$2,000 max. • Expanded national access, BCBS XPO network 	<ul style="list-style-type: none"> • National plan • 8,500+ providers • Buy-up option: No deductibles for Basic or Major Dental services. <p>*standard option: \$75 individual, \$225 per family deductible*</p>	<ul style="list-style-type: none"> • National plan • Covers dental implants 50% up to Annual Plan Max

For complete summary of dental plans, visit cwa1180.org/Resources

REFLECT. EMPOWER.

UNITE



Trevor Project Workers March for a Union Contract

It takes a village to get the job done. That's why, on June 28, CWA 1180 members at The Trevor Project marched in this year's NYC Pride March to demand their employer negotiate in good faith for a union contract that protects the quality of care that LGBTQIA+ youth in crisis rely upon.

The Trevor Project workers were joined by other Local 1180 members in the public and private sectors in support of the fight and calling out the organization for its aggressive anti-worker behavior.

Trevor Project workers provide life-sustaining care to members of the LGBTQIA+ community in crisis. The workers organized their union in 2023 in an effort to advance the Trevor Project mission of protecting LGBTQIA+ youth and build a stronger, more equitable workplace.

Since joining CWA, the workers have faced anti-union tactics from management, beginning last summer when The Trevor Project leadership suddenly announced layoffs of nearly 12% of bargaining unit employees, many of whom were prominent union organizers and supporters, all while union representatives were in an active bargaining session.

CWA filed an Unfair Labor Practice (ULP) charge on behalf of the workers with the National Labor Relations Board in response to management's unlawful threats and coercive attempts to silence workers. The Trevor Project workers have been demanding that the nonprofit stop its flagrant union busting and start bargaining in good faith.

Six workers were illegally disciplined by Trevor Project management for attempting to correct misinformation about union negotiations in an all-staff meeting. In their ULP charge, the union underscored that management's decision to discipline these workers violated union members' NLRA Section 7 right to concerted action.

The Trevor Project was founded to create a resource for LGBTQIA+ youth who are struggling to express their identity and feel accepted in a world where being gay or trans can feel isolating.

After nearly a year of bargaining for their first union contract, on top of the crisis care work that makes up their regular jobs, workers report experiencing increasing fatigue resulting from current working conditions at The Trevor Project.

"I am burnt out and I am operating largely as a shell of the person I once was," said Hel Klavin, a Crisis Services Digital Supervisor. "The understaffing and high shift demands of the position have taken a severe toll on my physical and mental health. What we are fighting for in this contract is for respect, care, and accountability from management."

"Union-busting burns out the workers who save LGBTQIA+ lives," said **Local 1180 President Gloria Middleton**. "This anti-worker behavior stands in direct opposition to what The Trevor Project believes in and it needs to stop now. We're working to secure a fair contract that all workers deserve, and which, in turn, will improve the quality of care our members provide to the LGBTQIA+ community."

Since workers took to the streets in the June Pride March, Trevor Project management has affirmed its commitment to bargain in good faith, and negotiations have begun to move forward. Recently appointed CEO Jaymes Black attended a bargaining session in July to affirm their support of good-faith negotiations with the Union.

Now, it's time for Management to make good on that commitment and respect workers' demand for a fair contract and a dignified workplace.

NYC Pride Parade Celebrates 40 Years

Local 1180 members joined with thousands of others in the LGBTQIA+ community to march in this year's annual Pride March under the theme of "Reflect. Empower. Unite." The theme was selected to highlight the importance of the NYC Pride March as the intersection for Queer liberation and joy and encourages individuals, advocates, community leaders and allies to reflect on the challenges they have overcome together and empowers them to take action in shaping a collective future. The theme also calls for unity within and throughout the LGBTQIA+ community and is a call to action for all allies, especially those in government and the private sector, to demonstrate their alliance with the community-at-large at this critical time in our nation's history.

This year marks the 55th anniversary of the Stonewall Uprising and comes at a time when the LGBTQIA+ community finds itself under increasing attack.



SCAN for more
PRIDE MARCH
photos and video



MEMBERS IN ACTION

Marching for Kamala Harris in the Bronx on Sept. 21, Local 1180 members joined with other CWAers and NYC unions for a Women for Kamala Labor Walk to rally behind the vice president in her campaign for president. The march brought together allies from across the community to show their strength and unity in the heart of New York and the tri-state area. **Women's Committee Chair Debra Busacco** and **Local 1180 Recording Secretary Debra Paylor** were joined by other union members ready to hit the streets to help get out the vote for Harris and Walz. "There's never been a more important time in recent history to get out and vote for the only team that can lead our country forward in a positive manner," Paylor said. "We came together for this walk to spread the word that the Harris-Walz team is the only way to vote on Nov. 5 if we are going to continue making positive change."

Cecil Robinson (Admin Manager — DOB) holds a sign that says it all: "When we fight, WE WIN!" Local 1180 is making an all-out concerted effort to get as many registered voters as possible to cast their ballots for Harris-Walz and to get unregistered voters to register.



MEET OUR NEWEST ORGANIZER



Welcome ALEX DINNDORF

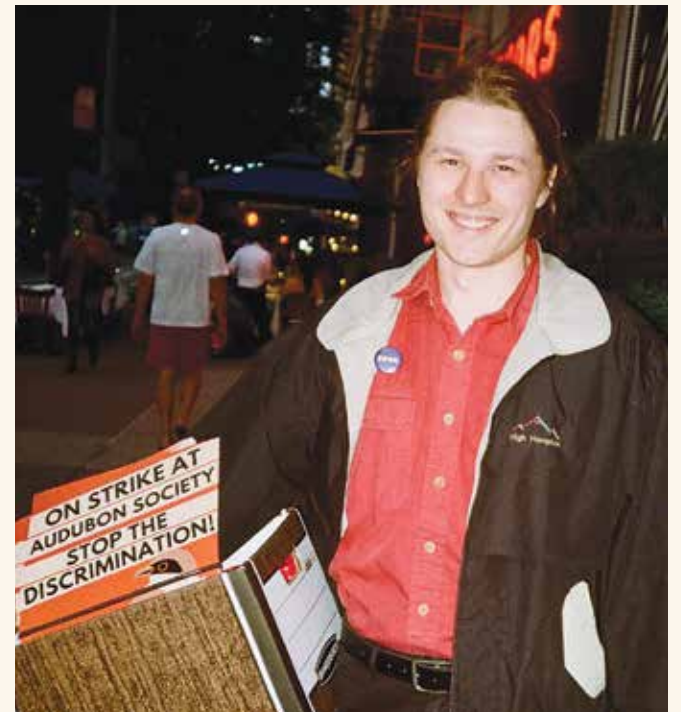
Alex Dinndorf is an organizer who puts rank-and-filers first. Before joining CWA in June 2024, he worked in the service industry for more than 10 years. Dinndorf unionized his own restaurant with Workers United. Using his first-hand experience, he organized several winning campaigns at restaurants, cafes, gyms, and dinner theaters in New York following the pandemic.

As Local 1180's organizer, he supports the Local and District 1 with private sector campaigns, and leads the locals' new union drives.

Dinndorf works on the Bird Union, Friends of Trevor-CWA 1180, Tutors Associate United-CWA 1180, TCGPlayer CWA, and more. His skills include, one-on-ones, strategy, training, mapping, communications, overcoming objections, and getting workers to take action.

Outside of Local 1180, he is committed to new organizing. Dinndorf is the Organizing Co-Lead of the New York City chapter of the Emergency Workplace Organizing Committee (EWOC) and is an outspoken advocate for the organization. The NYC branch is the largest in the country and advises any local worker who wants to form a union. In the process, has worked with Brandworkers, UAW, RWDSU, SEIU, and Workers United.

Anyone looking to form a union can email him at adinndorf@cwa1180.org.



Have an **UPDATE** or **NEWS**
from your **Private Sector Shop?**

Send information and photos to either
Staff Rep Chris Thomas cthomas@cwa1180.org
OR Staff Rep Tomas Laster tlaster@cwa1180.org

EXECUTIVE BOARD MEETING MINUTES

April 25, 2024

Executive Board Members in Attendance:

Officers

Gloria Middleton, President
Gerald Brown, First Vice President
Teesha Foreman, Second Vice President
Robin Blair-Batte, Secretary-Treasurer
Debra Paylor, Recording Secretary

Members-At-Large

Amica Benjamin, Debra Busacco, Ranston Foster, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

PRESIDENT'S REPORT

President Middleton called the meeting to order at 6:12 p.m.

Minutes of the March 28, 2024, meeting were presented. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, and carried to accept minutes with necessary additions and corrections.

President Middleton reported that she, Arthur Chielotes, and Greg Mantsios attended the Pay Disparity press conference on the steps of City Hall and a hearing to show support to the NYC Council resolutions pertaining to pay disparity to become law.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting.

April 3 — Chaired the weekly Local Staff and Communications meetings.

April 5-7 — Presided over the Executive Board Retreat.

April 9 — Participated in the CWA Executive Board meeting.

April 10 — Chaired the weekly Local Staff and Communications meetings; participated in the City Council legislative meeting; met with Greg Mantsios.

April 11 — Participated in the Artisan law meeting and conducted the General Membership Prep meeting.

April 15 — Participated in the MLC Steering Committee meeting.

April 17 — Participated in the MLC General membership meeting; chaired the weekly Local Staff and Communications meetings; chaired the General Membership Meeting

April 18 — Attended a CWA hearing prep meeting and candidate endorsement committee meeting

April 23 — Attended the Administrative Professional Day luncheon; attended a meeting between OLR and CWA Local 1180; participated in the Administrative JOS meeting.

April 25 — Attended a press conference held on the steps of City Hall; attended the City Council Hearing on Pay Disparities in the Municipal Workforce; chaired the Executive Board Meeting.

President Middleton announced that Desiree Waters has been promoted as the Assistant to Second Vice President

Teesha Foreman, effective May 6, 2024.

President Middleton distributed and discussed status reports for March 2024 from Tricomm Creative and Mirkin & Gordon.

A motion was duly made by Helen S. Jarrett and seconded by Robin Blair-Batte. Motion carried to accept the President's Report.

FIRST VICE PRESIDENT'S REPORT

Webinars

April 22 — Pre-Retirement Seminar in conjunction with NYCERS

April 29 — Civil Service webinar in conjunction with DCAS

May 18 — Bi-annual home ownership webinar

Legislative/Political

First Vice President Brown reported that the NYS Budget was passed and Tier 6 improvements were included. The final year's average was amended and reduced from five years to three years. The overtime cap contribution to pension has been extended to 2026. More information regarding the approved budget will be posted on the website. NYC Budget is due on June 30. He has requested John O'Malley to prepare fact sheets on all the legislation District 1 will be working on and legislation that 1180 will be working on between now and when the legislative session ends in Albany. He has also requested the Advance Group to provide fact sheets on NYC Council legislation that 1180 will be working on. He will present this information to the membership as soon as it becomes available.

Brown reported that the NY Primary will be held on June 25 with early voting starting June 15. The Presidential Election will be Nov. 5. We must do everything necessary to ensure Democratic nominee is elected.

Administrative Manager List

There are questions regarding utilization of the Administrative Manager promotional list at Department of Environmental Protection and New York Police Department. There were no violations at NYPD; however, at DEP they are under investigation. DCAS has been made aware and will keep us informed. Brown will report back.

NYC Central Labor Council Delegates

Brown announced that we have two NYC Central Labor Council delegate vacancies. Executive Board members will vote for two of the four nominees (Rosario Roman, Debra Busacco, Dennis Vargas, and George Johnson). Results will be reported at the next meeting.

Additionally, he attended the following meetings during the month: staff, trustee, and Executive Board.

With no further business, a motion was duly made by Debra Paylor, seconded by Debra Busacco, and carried to accept the First Vice President's report. All in favor.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Reps Activity Report for March 2024.

Agency Walk-throughs	3
Conference Calls	5
Counseling/Warning Sessions	3
Emails	959
Health & Safety Meetings	6
Hearing Preparations	5
Hearings	3
Investigative Hearings/Meetings	5
Labor Management Meetings	7
OATH	1
Off-site Member Meeting	1
Phone Calls	300
Shop Stewards Meetings	3
Shop Stewards Mentorship	2
Site Meetings	9
SNEO H + H New Member Orientations	3
Supervisory Conferences	3
Walk-ins	3

Site Meetings

HRA-SNAP (3/8/24)

250 Livingston St., Brooklyn

NYC Fire Pension Fund (3/14/24)

1 Battery Park Plaza, NY

ACS (3/18/24)

90-25 161st St., Jamaica

FDNY Fleet (3/18/24)

48-58 35th Ave., Long Island City

H + H CHS (3/21/24)

55 Water St., NY

H + H Morrisania (3/22/24)

1225 Gerard Ave., Bronx

DDC (3/25/24)

30-30 Thompson Ave., Long Island City

Department of the Aging (3/25/24)

2 Lafayette St., NY

DSS/OLA (3/28/24)

150 Greenwich St., NY

H + H Cumberland Hospital (3/29/24)

100 N Portland Ave., Brooklyn

H+H Pay Out Dates — Updates

Foreman reported that payout dates have been completed for H+H with the exception of payments of additions to gross. Payout dates tentatively scheduled for April 26, May 10, and May 24 paychecks. Updates will be posted on the website.

Internship/Mentorship

Foreman advised the Executive Board Members-at-Large/Shop Stewards that they represent all members, not only at their facility. She also stated they should contact their Staff Representative if they have not done an Internship/Mentorship. This can include going out in the field with the Staff Rep to site meetings, coming into the local to answer members calls, etc.

Meetings

Foreman has attended the following meetings: Steering Committee, General Membership; Mount Sinai Selikoff Center for Occupational Health; PHEW Academies; CWA District 1 Fordham University graduate; SCA Bargaining;

NYCERS webinar; HRA Labor Management; and the Pay Disparities rally and hearing.

With no further business, a motion was duly made by Rosie Roman, seconded by Robin Blair-Batte, 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 reports for March 2024. She advised that the T.D. checking account has a balance of \$616,454.72 as of C.O.B. April 25, 2024.

Blair-Batte reported that we currently have 99.4% of memberships cards on file.

She reported the following member activity for March 2024:

New Member Enrollments	4
Active Deceased	1
New Retirements	36
Retirees Deceased	8
Total Active Members	8,439
Total Retired Members	6,893

With no further business, a motion was duly made by Rosario Roman, seconded by Debra Busacco, and carried to accept the Secretary-Treasurer's Report.

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she has attended and/or participated in the following meetings: 3/28 — Executive Board meeting; 4/4 — Manhattan Borough Community Coordinating Committee; 4/5-4/7 — Executive Board Retreat; 4/8 — PHEW Academy Excel Class; 4/9 — Women's Committee; 4/10 — Staten Island BCCC; 4/11 — General Membership Meeting prep; 4/11 — Hispanic Committee; 4/18 — NYC Central Labor Council Delegates meeting; 4/20 — CBTU Meeting.

With no further business, a motion was duly made by George Johnson, seconded by Amica Benjamin, and carried to accept the Recording Secretary's report.

MEMBERS-AT-LARGE REPORTS

Amica Benjamin attended the following meetings/trainings/webinars/events: 3/28 — Executive Board Meeting; 4/2 — Women's Committee Lunchtime Meeting; 4/2 — Bronx BCCC; 4/3 — Manny Cantor Center walkthrough; 4/3 — Committee on People with Disabilities; 4/4 — Manhattan BCCC-Virtual; 4/5-4/7 — Executive Board Retreat; 4/8 — Brooklyn BCCC; 4/9 — Women's Committee; 4/10 — Staten Island BCCC; 4/11 — Hispanic Committee Meeting; 4/16 — Civil Rights and Equity Community Service Meeting; 4/17 — General Membership Meeting; 4/18-4/22 — Labor Notes Conference; 4/22 — NYCERS Pension Seminar; 4/23 — Women's Committee Lunchtime Meeting; 4-23 — NYC CLUW General Membership Meeting.

Benjamin also reported that she is the Team Captain representing CWA Local 1180 for the NAMI walk. The walk will take place on May 19 at the South Street

EXECUTIVE BOARD MEETING MINUTES

Seaport. The flier with all information has been posted on the website.

A motion was duly made by Helen S. Jarrett, seconded by Carol Griffith, and carried to accept Amica Benjamin's report.

Debra Busacco, Chair of the Women's Committee, reported the Committee held its first-ever hybrid meetin. Because the Red Velvet luncheon was a success in March with some hiccups, the Committee decided (by vote) to form a planning committee to start planning early for the next event: Pink & White Affair.

The Pink & White Planning Committee was formed for all interested members and meets virtually every Tuesday during lunchtime. The date for the Pink & White Affair is Aug. 24, 2024. Helen S. Jarrett did an awesome job presenting the committee with a schedule, a timeline to show progress, provided a preliminary list of food vendors, and has taken the lead on the venue and flier.

Busacco also attended City Hall's Press Conference on Equal Pay on 4/25/2024; Executive Board retreat 4/5-4/7, which she said was an amazing experience; participated in the Hispanic Committee and the Staten Island and Manhattan BCCCs; NYC CLUW Chapter, NYC CBTU Chapter Membership meeting, Red Carpet for Social Justice; the Henry J. Carter Legislative Breakfast on 4/19/2024; and Board meeting (WORD) that oversees 10 senior centers scattered in Brooklyn.

A motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept Debra Busacco's report.

Carol Griffith reported that she attended the Executive Board retreat in addition to committee meetings. The Executive Board agreed unanimously that she will be the Chair of the CWA Local 1180 Caribbean Committee. She will follow up with Robin Blair-Batte on date and space availability.

Motion was duly made by Helen S. Jarrett and seconded by Teesha Foreman to accept Carol Griffith's report.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: 4/2 — Bronx BCCC; 4/5-4/7 — Executive Board Retreat; 4/8 — PHEW Activist Academy (Facilitated Excel: Shortcut, Tips & Tricks"; 4/9 — Women's Committee; PHEW Activist Academy (Understanding the Attack on The Public Sector; 4/11 — Hispanic Committee; 4/16 — Civil Rights & Equity; 4/17 — General Membership; NYCCLC — delegates meeting; 4/19 — Queens BCCC; 4/24 — Public Speaking with Laurie Kellogg; 4/25 — Pay Parity Rally on Steps of City Hall, Worker Memorial Day at City Hall Park, Pay Parity Hearing with Carmen de la Rosa, Executive Board; 4/26 — 4/27 — African American Museum Event; DCAS Seminar with Katrina Porter and 4/30 — Coalition of Concerned Legal Professions (CCLP): Night of Celebration.

A motion was duly made by Robin Blair-Batte, seconded by Amica Benjamin, and carried to accept Helen S. Jarrett's report.

George Johnson reported that he attended the Executive Board retreat and that it was a wonderful learning experience. He announced that effective immediately he will be the facilitator for the Bronx BCCC.

A motion was duly made by Debra Busacco, seconded by Dennis Vargas, and carried to accept George Johnson's report.

Rosario Roman attended/participated in the following meetings/trainings/webinars/events: Brooklyn BCCC; Civil Rights & Equity; Hispanic Committee; People with Disabilities; SI BCCC; Women's Committee; Pay Equity Press conference at City Hall; Pay Equity Hearing at City Hall; Executive Board Meeting; and the National Museum of African American History.

A motion was duly made by Debra Paylor, seconded by Debra Busacco, and carried to accept Rosario Roman's report.

Dennis Vargas reported that he attended the Hispanic and Men's committees, and the Executive Board retreat. He reported that a walkthrough was conducted at the DEP facility and everything looked good.

A motion was duly made by Helen S. Jarrett, seconded by Teesha Foreman, and carried to accept Dennis Vargas' report.

Next meeting will be on Thursday, May 30.

Motion was duly made by Teesha Foreman, seconded by Helen S. Jarrett, and carried to adjourn at 8:09 p.m.

Respectfully submitted,

Debra Paylor
Recording Secretary

May 30, 2024

Meeting called to order at 6:13 p.m.

Executive Board Members in Attendance:

Officers

Gloria Middleton, President
Gerald Brown, First Vice President
Teesha Foreman, Second Vice President
Robin Blair-Batte, Secretary-Treasurer
Debra Paylor, Recording Secretary

Members-At-Large

Amica Benjamin, Debra Busacco, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

Absent: Ranston Foster

PRESIDENT'S REPORT

Minutes of the April 25, 2024, meeting were presented. Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept minutes with necessary additions and corrections.

Presentation given by Austin Bradley and Sallie Stallings on new products offered by Winston Benefits Voluntary Insurance Program.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting.

4/29 — Met with DSNY regarding discrepancies with the telework roster of eligible employees. We are still in discussions.

4/30 — Chaired the quarterly CWA 1180 Trustees meeting

5/1 — Chaired the local weekly Staff and Communications meetings

5/2 — Conducted interviews to fill the vacant Organizer position.

5/3 — Participated in an H+H Leadership call

5/6 — Continued conducting interviews for the Organizer position

5/7 — Attended the CLC Executive Board meeting; participated in an ULA Network interview

5/8 — Chaired the local weekly Staff and Communications meetings

5/9 — Participated in the MLC Civil Service Committee meeting; attended Chirs Shelton's retirement celebration

5/14 — Reported that the CLC Annual Awards Reception was held

5/15 — Attended Eleanors' Legacy Luncheon

5/16 — Participated in the CWA National Executive Board meeting

5/20 — Participated in a Labor Management meeting with NYC Parks Department; later that day, she and Robin Blair-Batte met with Pension Fund consultants to discuss the pension plan for the local; participated in the CWA Ensuring Accessibility Committee meeting.

5/22 — Chaired the weekly Staff and Communications meetings; attended a court settlement hearing regarding the benefits fund case against the 6 Harrison St. condo. The case was not settled. Updates to follow.

5/29 — Chaired the weekly Staff and Communications meetings.

5/30 — Chaired Executive Board Meeting

President Middleton has been participating in MLC meetings to choose which of the two medical plans will be selected for the actives. She reported that the court case for the Medicare Advantage NYS appeal has been denied. She will keep us updated.

Middleton distributed and discussed status report for May 2024 from Tricomm Creative and Mirkin & Gordon.

A motion was duly made by Amica Benjamin and seconded by Debra Paylor. Motion carried to accept the President's Report.

FIRST VICE PRESIDENT'S REPORT

Legislative/Political

May 18 — Candidate screenings were held for three open Assembly seats:

35th District in Queens

Interviewed: Larinda Hooks

Brown moved for CWA 1180 to endorse Larinda Hooks, seconded by Helen S. Jarrett. Motion passed unanimously.

69th District on the Upper West Side of Manhattan

Interviewed: Micah Lasher, Melissa Rosenberg, and Eli Northrup

Brown moved for CWA 1180 to endorse Micah Lasher, seconded by Helen S. Jarrett. Motion passed unanimously.

70th District Central Harlem

Interviewed: Shawna Harmongoff and Jordan Wright

Brown moved for CWA 1180 to endorse Jordan Wright, seconded by Debra Busacco. Motion passed unanimously.

Webinars

May 18 — Homeownership webinar was held. It was a tremendous success. A grant specialist gave a presentation providing important information to the members in attendance

Brown reported that the NY Primary will be on June 25 with early voting starting on June 15. The Presidential Election is on Nov. 5. We must do everything necessary to ensure the Democratic nominee is elected.

Administrative Manager List

There are still concerns regarding utilization of Administrative Manager promotional list at Department of Environmental Protection. This has now become a legal matter and has been referred to our legal counsel for follow-up. Brown will keep us updated.

Brown attended the following meetings during the month: Staff, Trustee, and Executive Board.

With no further business, a motion was duly made by George Johnson, seconded by Dennis Vargas, and carried to accept the First Vice President's report.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Reps Activity Report for April 2024:

Agency Walk-throughs	1
Arbitration	1
Conference Calls	6
EEO Investigation/Interview	9
Emails	1,763
Health & Safety Meetings	1
Hearing Preparation	10
Hearings	5
Investigative Hearings/Meetings	5
Labor Management Meetings	10
New Member Orientation	2
OATH	4
Off-site Member Meeting	4
Phone Calls	453
Shop Stewards Meeting	4
Shop Stewards Mentorship	1

Site Meetings14
 SNEO H + H Member
 Orientation5
 Supervisory Conferences.....6
 Walk-ins1

Site Meetings

- HRA/SNAP 53 Site Meeting (4/2/24)
32-20 Northern Blvd., LIC
 - Department of Buildings (4/5/24)
345 Adams St., Brooklyn
 - Teachers Retirement System (4/5/24)
55 Water St., NY
 - Department of Education - CSE #10
(4/10/24)
1 Fordham Plaza, Bronx
 - HRA - GSS (V) (4/11/24)
375 Pearl St., NY
 - HRA/MAP/Admin JOS - Ctr. #54 (4/15/24)
165-08 88th Ave., Jamaica
 - HRA/EIS (4/16/24)
4 WTC-150 Greenwich St., NY
 - HRA/Office of Cons. Svs. (4/22/24)
150 Greenwich St., NY
 - HRA/MIS (4/25/24)
505 Clermont Ave., Brooklyn
 - H + H Cook Chill (4/26/24)
599 Kingston Ave., Brooklyn
 - HRA/SNAP #99 (4/26/24)
201 Bay St., Staten Island
 - Department of Design & Construction
(4/29/24)
30 30 Thomson Ave., LIC
 - Parks-Arsenal (4/29/24)
24 W 61st St., NY
 - FIA Jamaica SNAP 54 (4/30/24)
165-08 88th Ave., Jamaica
- Foreman reported on the following:

Internship/Mentorship

Foreman and President Middleton advised the Executive Board Members-At-Large/Shop Steward that they are to contact their staff representative within the next week, to set up a date for the Internship/Mentorship, if you have not contacted your staff representative already.

Site Meetings

Second Vice President Foreman reported that since the implementation of the pilot teleworking program, it has become a challenge for the staff representatives to schedule in-person site meetings. She would like to start conducting virtual meetings every other month with all shop stewards. She also reported that Gregory Smith and Desiree Waters are in the process of scheduling a Shop Steward's training for HRA on June 13th. This training will assist with a better understanding of the hiring pool process and civil service information.

Events/Meetings

Foreman attended the trip to the African American Museum in DC, hosted by the Civil Rights and Equity Committee; she participated in monthly H+H and NYPD Labor Management meetings; in her role as the CWA District 1 Representative, she has been attending monthly

meetings with CWA National Human Rights Committee in preparation of the up-coming conference in August; she and Greg Smith has been having meetings with SCA regarding their contract negotiations; 5/8 — rally with our private sector union Audubon (bird union); 5/9 — MLC Civil Service meeting; 5/9 — attended Chris Shelton retirement celebration; 5/10 — H+H meeting regarding the implementation of the call center; 5/13 — met with Senior Director of Labor Relations for NYCHA regarding members who are eligible for pilot teleworking program eligible; NYCHA will be now contributing to the CWA Education fund; she attended CWA 1180 retirees luncheon and the AFL-CIO awards ceremony; 5/15 — Eleanor's Legacy luncheon; 5/16 — General Membership meeting; 5/17 — Labor Management meeting with H+H/Metro Plus; 5/20 — CBTU Annual Convention; 5/28 — Office of the Bronx DA Labor Management meeting.

With no further business, a motion was duly made by Carol Griffith, seconded by Robin Blair-Batte 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 Reports for April 2024. She advised that the T.D. checking account has a balance of \$574,391.01 as of C.O.B May 30, 2024.

Secretary-Treasurer Robin Blair-Batte reported that we currently have 99.3% of memberships cards on file.

Blair-Batte reported the following member activity for April 2024:

New Member Enrollments	9
Active Deceased	2
New Retirements.....	37
Retirees Deceased	5
Total Active Members.....	8,445
Total Retired Members	6,909

Blair-Batte reported that Alex Dinndoff has been hired as the new Organizer. His start date will be June 10. She also reported that this is last week Hazel O. Worley will be working in the office. She will continue to assist with the Civil Right & Equity/Community Service Committee's Annual BBQ in August as well as other events.

Blair-Batte reported that there will be no Committee meetings in July and August. Regular meetings will resume in September.

With no further business, a motion was duly made by Rosario Roman, seconded by Debra Busacco and carried to accept the Secretary-Treasurer's Report.

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she has attended and/or participated in the following meetings: 4/29 — PHEW meeting; 4/30 — Trustee's Quarterly meeting; 5/2 — MBCCC

meeting; 5/8 — Staten Island BCCC; 5/9 — Chris Shelton Retirement celebration; 5/13 — General Membership prep meeting; 5/16 — General Membership meeting; 5/16 — CWA Minority Caucus Executive Board meeting

Paylor reported that Yusef Salaam, NYC Councilman and a representative from the Coalition of Concerned Legal Professionals (CCLP) have been invited to the next MBCCC meeting on June 6.

Recording Secretary Paylor reported that all four new Executive Board members (George Johnson, Debra Busacco, Rosario Roman and Dennis Vargas) will be sworn in as Delegates to the NYC Central Labor Council during the next in-person meeting on June 20.

With no further business, a motion was duly made by Amica Benjamin, seconded by Carol Griffith, and carried to accept the Recording Secretary's report.

MEMBERS-AT-LARGE REPORTS

Amica Benjamin announced that the NAMI on May 19 was great. We had 17 participants and raised \$840 of our \$1,000 goal.

The Puerto Rican Day Parade is scheduled for June 9, 2024. We have more than 30 registrants so far. There is still time to sign up.

She attended Romano Jones' H+H CHS site meeting on May 20. There weren't many attendees due to technical difficulties; however, he did a good job at ensuring the members new their benefits.

She attended the Committee on People with Disabilities meeting on May 1, and the Bronx BCCC, which had its first in-person meeting after a brief hiatus.

She also attended the following: 4/25 — Executive Board; 4/29 — Civil Service webinar; 4/29 — PHERN Call; 5/1 — Committee on People with Disabilities; 5/8 — PHEW call — Crisis on Campus; 5/8: — SI BCCC — Virtual; 5/9 — Hispanic Committee Meeting — Virtual; 5/9 — Chris Shelton Retirement Party; 5/10 — NYC AFL-CIO Annual Awards; 5/16-- GMM in Brooklyn; 5/17 — E Bay Rally; 5/17 — Queens BCCC; 5/18 — Homeownership Webinar; 5/19 — NAMI Walk; 5/20 — H + H CHA - (Rikers Island) Site meeting: Romano Jones (SR); 5/21 — Civil Rights and Equity Committee; 5/23 — CLUW Meeting — Nominations; 5/29 — Women's Committee Meeting.

A motion was duly made by Helen S. Jarrett, seconded by Carol Griffith, and carried to accept Amica Benjamin's report.

Debra Busacco, Chairperson of the Women's Committee: Members agreed to set up recurring virtual meetings on Tuesdays @ 1 p.m. for all interested members to be part of the Pink & White Planning Committee. There were meetings on May 7 and May 28.

Other activities, events, and meetings she attended/participated in: 5/1 —

Workers' Rally; 5/2 — Mayor Adams' Day of Prayer; 5/4 — Rev. Al Sharpton's Rally; 5/6 — Manhattan BCCC; 5/8 — Audubon BIRD Union Rally; 5/8 — Staten Island BCCC; 5/9 — Hispanic Committee; 5/11 — Mother's Day celebration; 5/14 — AFL-CIO, NYCCLC's 65th Anniversary Awards; 5/15 — Eleanor's Legacy; 5/17 — Queens BCCC; 5/18 — Westchester LCLAA Scholarship Gala event; 5/19 — NAMI Walk; 5/21 — AAPI Heritage Reception; 5/23 — NYC CLUW Chapter.

A motion was duly made by Rosie Roman, seconded by Carol Griffith, and carried to accept Debra Busacco's report.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: 5/8 — Bird Union Rally; 5/9 — Former CWA President Chris Shelton Retirement Celebration; 5/13 — Brooklyn BBC; 5/14 — CWA Retiree Luncheon, NYCCLC Annual Awards Dinner; 5/15 — Eleanor's Legacy Luncheon; 5/16 — General Membership; 5/17 — Women's Forum Annual Conference; 5/20–5/27 — Coalition of Black Trade Unionists annual conference; 5/30 — Executive Board.

She announced results of the CLUW elections: Beverline Parks (At-Large Retiree), Debra Busacco (At-Large); Rhonda F. Joseph (Trustee) have been elected, and she is a Board Member. Lastly, she announced Save the Date: Saturday, Sept. 7 is the NYCCLC Labor Day Parade.

A motion was duly made by Debra Busacco, seconded by Amica Benjamin, and carried to accept Helen S. Jarrett's report.

Rosario Roman reported that the NYCHA Section 8 list is open for six days; she experienced a fantastic mentorship experience with her Staff Rep Desiree Waters; attended the SICCC meeting, which was a collaboration with La Comina; on-going preparation for the upcoming Puerto Rican Day Parade on 6/9, close to 30 people have registered, T-shirts have been ordered; participated in the NAMI walk; and attended the overnight trip to the African American Museum.

A motion was duly made by Amica Benjamin, seconded by Helen S. Jarrett, and carried to accept Rosario Roman's report.

Gregory Smith reported on the follow-up labor-management meeting with Robin Blair-Batte, Gloria Middleton with HRA Administrators regarding on-going concerns/issues the Admin JOS members are having, such as responsibilities/duties, staffing issues, changes of title, training needed for new employees, not having necessary resources, lack of respect; overtime cap waivers. He also reported that HRA has plans to implement the "Think Tank," which is basically a collaboration between labor, including members, and the administration of HRA to brainstorm on how to address issues/concerns to make the system better. Tentative start date will be June 17.

EXECUTIVE BOARD MEETING MINUTES

He reported that he and Teesha Foreman attended the bargaining session with SCA, and on a rodent issue at an HRA facility in Jamaica, Queens on the fourth floor. Labor relations and DC 37 Health & Safety have been notified. He will keep us updated and report accordingly.

A motion was duly made by George Johnson, seconded by Helen S. Jarrett, and carried to accept Gregory Smith's report.

Next meeting will be on Thursday, June 27, 2024.

Motion was duly made by Teesha Foreman, seconded by Helen S. Jarrett, and carried to adjourn at 9:09 p.m.

Respectfully submitted,

Debra Paylor
Recording Secretary

June 28, 2024

Meeting called to order at 6:14 p.m.

Executive Board Members in Attendance:

Officers

Gloria Middleton, President
Gerald Brown, First Vice President
Teesha Foreman, Second Vice President
Robin Blair-Batte, Secretary-Treasurer
Debra Paylor, Recording Secretary

Members-At-Large

Amica Benjamin, Ranston Foster, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

Excused: Debra Busacco

PRESIDENT'S REPORT

Minutes of the May 30, 2024, meeting was presented. Motion was duly made by George Johnson, seconded by Helen S. Jarrett, and carried to accept minutes with necessary additions and corrections.

President Middleton discussed the status of the Medicare Advantage Plan for retirees case and the acquisition for the actives. UFT President Michael Mulgrew announced his union will no longer support the Medicare Advantage case. MLC leadership is continuing to meet. She will keep us updated.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting.

6/5 — Chaired the weekly Staff and Communications meetings.

6/6-6/12 — Attended the 2024 Annual American Alliance Benefits Conference.

6/14 — Attended the MLC Steering Committee Special meeting and a meeting with Christine O'Conner and CEO of Emblem Health.

6/20 — Participated in the MLC meeting, and the CWA Executive Board meeting.

6/23-6/26 — Attended the CWA National Presidents' meeting, the National Legislative/Political Conference meeting,

and the MLC Membership and Steering Committee meetings.

6/27 — Chaired the CWA Local 1180 Executive Board meeting.

She reminded everyone that the PRIDE parade will be held this Sunday. Please try to support.

She distributed and discussed status report for June 2024 from Tricomm Creative and Mirkin & Gordon.

A motion was duly made by Debra Paylor and seconded by Teesha Foreman. Motion carried to accept the President's Report.

FIRST VICE PRESIDENT'S REPORT

First Vice President Brown reported election results from the NYS Primary on June 25. All three candidates endorsed by CWA 1180 for the NYS Assembly won their respective elections: 35th District Queens, Larinda Hooks; 69th District, Micah Lasher; and 70th District, Jordan Wright.

Brown discussed the importance of the upcoming November election for U.S. President.

He attended the CWA National Legislative Political conference and he announced the NYS AFLCIO Convention will be held in NYC on Aug. 28, 2024.

Additionally, he attended the following meetings during the month: staff, trustee, and Executive Board.

With no further business, a motion was duly made by Debra Paylor, seconded by Teesha Foreman, and carried to accept the First Vice President's report. All in favor.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Reps Activity Report for May 2024.

Arbitration	1
Conference Calls	2
Counseling/Warning Sessions . . .	5
EEO Investigations/Interviews . . .	9
Emails	1,725
Health & Safety Meetings	1
Hearing Preparations	10
Hearings	13
Investigative Hearings/Meetings .	9
Labor Management Meetings . . .	11
Off-site Member Meetings	3
Phone Calls	422
Shop Steward Meetings	3
Site Meetings	13
SNEO H + H New Member Orientation	5
Supervisory Conferences	5
Walk-ins	5

Site Meetings

HRA — CBIC (5/10/24)
227 Schermerhorn St., Brooklyn

HRA/HASA (5/13/24)
3050 W. 21st St., Brooklyn

DOC/Legal Coordinators (5/17/24)
75-20 Astoria Blvd., Queens

DCAS Meet & Greet (5/20/24)
118-35 Queens Blvd., Long Island City

Dept. of the Aging — (5/20/24)
2 Lafayette St., New York

H + H CHS — (5/20/24)
1600 Hazen St., Queens

Dept. of Consumer & Workers Protection (5/21/24)
42 Broadway, New York

ACS (5/23/24)
66 John St., New York

Dept. of Education (5/24/24)
715 Ocean Ave., Staten Island

Bronx DA Office (5/28/24)
198 E. 161st St., Bronx

HRA/MICSA (5/28/24)
505 Clermont Ave., Brooklyn

HRA/MIS — (5/30/24)
15 MetroTech, Brooklyn

H + H Additions to Gross

Second Vice President Foreman reported on-going issues with H+H additions to gross and Assistant Director payouts. All of the payout dates have passed. The next step is to file a grievance.

CWA Human Rights — Radio Station

Foreman announced that every Thursday at 11 a.m. EST the CWA Human Rights Committee hosts radio station KYOK with different labor leaders and activists.

With no further business, a motion was duly made by Amica Benjamin, seconded by Debra Busacco, and carried to accept the Second Vice Presidents' Report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for May 2024. She advised that the T.D. checking account has a balance of \$622,974.75 as of C.O.B June 27, 2024.

Blair-Batte reported that we currently have 99.2% of memberships cards on file.

She reported the following member activity for May 2024:

New Member Enrollments	10
Actives Deceased	2
New Retirements	21
Retirees Deceased	10
Total Active Members	8,416
Total Retired Members	6,910

Winston Benefits

Motion made by Debra Paylor and seconded by Teesha Foreman to approve the proposal presented by Winston Benefits to be allowed to offer the membership additional insurance coverages. All in favor.

With no further business, a motion was duly made by Amica Benjamin, seconded by Debra Busacco, and carried to accept the Secretary-Treasurer's Report.

RECORDING SECRETARY'S REPORT

Recording Secretary Paylor reported that as a new Trustee, she attended her first American Alliance Benefits conference.

Paylor reported that the June Manhattan BCCC meeting was a tremendous success and very well attended. NYC Councilman Yusef Salaam was a guest speaker and a representative from the CCLP also gave a presentation. There will not be meetings in July and August.

She reported that she has been attending CWA National Minority Caucus Executive Board meetings, CLC Delegates meetings, and the CLUW meeting.

With no further business, a motion was duly made by Helen S. Jarrett, seconded by Teesha Foreman, and carried to accept the Recording Secretary's report.

MEMBERS-AT-LARGE REPORTS

Amica Benjamin attended the following: 5/30 — Executive Board meeting; 6/1 — Committee on People with Disabilities; 6/9 — National Puerto Rican Day Parade; 6/10 — CLUW Meeting; 6/11 — Economic Policy Institute (EPI) - Organizing, Collective Action, and the National Labor Relations Board; 6/12 — Staten Island BCCC; 6/13 — Hispanic Committee; 6/21 — Queens BCCC; 6/24 — CLUW.

She reported that she processed 75 Summer Day Camp Scholarship applications with seven denials. The Puerto Rican Day Parade was a tremendous success with 43 attendees.

A motion was duly made by Carol Griffith, seconded by Helen S. Jarrett, and carried to accept Amica Benjamin's report.

Debra Busacco is excused from this meeting; however, she submitted her report. The Pink & White Save the Date flier was eblasted to members and posted on the website. She has an educator and a doctor committed to present on 8/24. The Pink & White planning committee hasn't met in a few weeks.

The Women's Committee did not meet in June but is planning a virtual meeting for July with a guest speaker from NYC CLC.

Additionally, she was recently sworn into office as a newly elected EB member of the NYC CLUW Chapter. I was also listed on the primary ballot as a Judicial Delegate but not elected. I've attended several meetings and events this month. will provide details at a later date.

A motion was duly made by Rosie Roman, seconded by Carol Griffith, and carried to accept Debra Busacco's report.

Carol Griffith reported that she attended the CWA Legislative/Political Conference, the Puerto Rican Day Parade, and the hiring pool training.

A motion was duly made by George Johnson, seconded by Helen S. Jarrett, and carried to accept Carol Griffith's report.

Helen S. Jarrett attended the following: 6/4 — Labor Council for Latin American Advancement meeting; 6/6 — NYCCLC Labor Day Parade meeting; 6/7 — 6/9 — A. Philip Randolph Institute Educational Conference; Brooklyn BCCC; 6/11 —

Fundraiser for Candidate Chris Ryan; 6/13 — Hispanic Committee & La Colmena Gala; 6/15 — CBTU meeting and Men’s Committee presentation; 6/16 — PRIDE Parade Training; 6/20 — NYCCLC Delegates Meeting; 6/23 — 6/26 — Legislative Conference); 6/27/24 — Executive Board Meeting; 6/29 — Poor People’s Campaign; 6/30 — PRIDE Parade.

A motion was duly made by Rosie Roman, seconded by Amica Benjamin, and carried to accept Helen S. Jarrett’s report.

George Johnson attended the Puerto Rican Day parade; participated in his first CLC delegates virtual meeting; and attended the CWA Legislative/Political conference.

A motion was duly made by Amica Benjamin, seconded by Helen S. Jarrett, and carried to accept George Johnson’s report.

Rosario Roman attended/participated in the following: 6/3 — Member representation meeting; 6/4 — HPD Health & Safety meeting; 6/5 — People with Disabilities meeting; 6/10 — BK BCCC; 6/12 — SI BCCC; 6/13 — Hispanic Committee; 6/17 — Civil Rights and Equity Committee; 6/21 — Queens BCCC; 6/9 — Puerto Rican Day Parade; 6/18 — HPD Juneteenth Prep and Celebration. Shop Steward Phoebe Arnold beautifully prepared a CWA 1180 table featuring historical books and articles; 6/20 — 1180 Hiring Pool Training.

A motion was duly made by Helen S. Jarrett, seconded by Amica Benjamin,

and carried to accept Rosario Roman’s report.

Gregory Smith reported that he attended the CWA Legislative/Political conference and it was a phenomenal experience; he reported that he and Desiree Waters conducted the Hiring Pool training with the Shop Stewards on 6/20; HRA “Think Tank” meeting with the Admin JOS took place on 6/18.

A motion was duly made by Amica Benjamin, seconded by George Johnson, and carried to accept Gregory Smith’s report.

Dennis Vargas reported he attended the CWA National Legislative/Political conference. This was his first time attending. He also attended the Puerto Rican Day Parade.

DEP Update — he will be conducting a Teams Meeting in the near future to keep members updated regarding unfair labor practices by violating civil service laws. We may have to proceed with legal action.

A motion was duly made by George Johnson, seconded by Carol Griffith and carried to accept Dennis Vargas’ report.

Next meeting will be on Thursday, July 25, 2024.

Motion was duly made by Teesha Foreman, seconded by Helen S. Jarrett, and carried to adjourn at 8:13 p.m.

Respectfully submitted,

Debra Paylor
Recording Secretary

IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Karen Ayton	NYC Employees Retirement System	7/1/24
Sharon Baker	Design & Construction	8/18/24
Zieda Brathwaite	Dept. of Social Services	6/14/24
Enid Callender	Housing Preservation & Development	8/17/24
Marvin Cooper	Housing Preservation & Development	8/29/24
Marie Deluca	Health + Hospital Corp	7/30/24
Evelyn Dennis	Dept. of Social Services	8/10/24
Juana Encinas	Dept. of Transportation	7/25/24
Milagros Escobar	NYC Housing Authority	7/20/24
Angela Ferrara	Dept. of Education	7/27/24
Alva Garitano	Dept. of Environmental Protection	7/18/24
Elvia Gordon	Dept. of Citywide Administrative Services	8/3/24
Geraldine Hayes	Dept. of Social Services	7/3/24
Louise Overton	Dept. of Homeless Services	7/15/24
Albert Phillippe	Dept. of Social Services	7/28/24
Audrey Seebarath	Metropolitan Hospital Center	7/2/24
Stephen Small	The Tax Commission	6/13/24
Johanna Stehle	Dept. of Education	7/19/24
Yachiyo Teramura	Dept. of Health & Mental Hygiene	7/14/24
Vanessa Tyler	Metropolitan Hospital Center	8/11/24
Linda Ventiere	Health + Hospital Corp	6/3/24
Ethel Waldron	Dept. of Social Services	8/12/24





Communications Workers of America Local 1180

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HISPANIC COMMITTEE
& STATEN ISLAND BCCC

HELP STUDENTS IN NEED



Students on Staten Island got some help with school supplies thanks to two Local 1180 committees that joined together in a back-to-school supply collection. The Hispanic Committee and the Staten Island Borough Community Coordinating Committee (SIBCCC) turned to the Local 1180 membership, known for their generosity and compassion for helping others, to collect much-needed items from mid-August through Sept. 12. Union members heeded the call for action and dropped off various items, including pens, pencils, crayons, markers, highlighters, notebooks, knapsacks, lunchboxes, and hand sanitizer, at both 6 Harrison St. and 100 Gold St. More than 300 items were collected and donated to La Colmena, a non-profit in Staten Island. "The Hispanic Committee and SIBCCC want to extend a heartfelt

thanks to all the members who donated school supplies. Your generosity ensures students begin classes with the necessary supplies for a great school year," said **Hispanic Committee Co-Chair Rosario Roman**. Pictured sorting through the items are, from left: **Members-at-Large Helen S. Jarrett** and **Debra Busacco**, **Staff Reps Theresa Pinto** and **Shakima Ivory**, **Otissa Dillard**, **Linnea Biggs**, **Hispanic Committee Secretary Amica Benjamin**, **Roman**, **Hispanic Committee Chair Pamela Odle**, **Ingrid Brown-Lewis**, and **Karen Smith**. Above right, **SIBCCC Chair Kareem Rolland** delivers the items to **Yesenia Mata**, Executive Director of La Colmena, who then provided them to students in their catchment area.