



COMMUNIQUE

STRIKES



SUMMER

**As Dozens of Unions Take to the Picket Lines in Fights for Their Rights,
Local 1180 Marches in Support**

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STRIKE SUMMER



As Dozens of Unions Took to the Picket Lines in Fights for Their Rights, Local 1180 Marched in Support

What do we want? A contract! When do we want it? NOW!

The summer of 2023 will go down in the record books as one where dozens of unions hit the picket lines in fights for better wages and benefits, improved working conditions, and for the first time, a stance against the implementation of AI.

It was officially known as the Summer of Strikes with workers across New York City and the country banding together in unprecedented activism and solidarity. Where a striking union once stood alone in its fight for basic rights, it now has the support of thousands marching shoulder to shoulder.

Data from the Bureau of Labor Statistics showed more than 457,000 workers participated in 315 strikes in the U.S. before the year even ends. Striking unions included those representing actors, screenwriters, auto workers, nurses, hotel cleaners, and restaurant workers, all of whom walked off their jobs at some point in the first 11 months. They came close to being joined by UPS drivers. If not for a last-minute hail Mary, UPS deliveries would have come to a screeching halt with hundreds of thousands of UPS workers going out on strike during the holiday season.

CWA Local 1180 and other city public-sector unions are not allowed to strike under the state's Taylor Law that imposes harsh penalties such as loss of pay for each day an employee is on strike, plus a fine of an additional day's pay for every day on strike and potential discipline for misconduct. But, that did not stop Local 1180 from supporting its brothers and sisters at SAG-AFTRA, Writers Guild of America (WGA), Delta Airlines, and New York City's Association of Legislative Employees (ALE).

On Oct. 19, members rallied with ALE, one of the largest unions representing legislative staff throughout the country. They are bargaining their first union contract covering New York City Council staff, fighting for living wages, overtime compensation, an end to at-will employment, and tougher protections against bullying and harassment.

"As a strong and outspoken proponent of workers' rights and pay parity, we support any union working toward a fair and equitable contract," said **CWA Local 1180 President Gloria Middleton**.

ALE members were part of the more than 70,000 striking workers in New York City alone pounding the pavement to demand fair contracts, joining hundreds of thousands nationwide doing the same.

The strike surge spoke volumes far beyond what any union could have predicted. Labor's message resonated across America, with even the average layman often marching in support. After all, organized workers' messages are often heard far beyond the union itself and company bosses — and definitely impact more than just the striking union members and their families.

It was reported by multiple media outlets that the United Auto Workers (UAW) strike, for example, inflicted "reputations damage and operational chaos" at GM, Ford, and Stellantis. UAW members — 50,000 out of approximately 150,000 — went on strike for six weeks beginning Sept. 15 in a fight for better pay across the industry and to help reshape the auto business as it moves away from gasoline-fueled vehicles. The strikes started with one assembly plant at each company and later expanded to parts warehouses and other factories to put increased pressure on the automakers.

When the UAW reached tentative agreements with the three companies in late October, the union had secured enormous victories for their workers, including immediate 11% raises for top assembly plant workers and an end to many of the multiple wage tiers that had been used to pay certain units lower wages. The deal also allowed the UAW a chance to unionize new electric vehicle battery plants in the future.

In the end, the UAW strike inflicted serious financial damage to the Detroit automakers, with Ford reporting losses of about \$1.7 billion, Stellantis, \$3.3 billion, and General Motors, \$1.1 billion.

While a GM statement said the company was "disappointed by the escalation of this unnecessary and irresponsible strike," UAW workers stood firm in their determination to make up for all the pay and benefits members gave up in years past, and to once again make jobs at unionized auto plants a ticket for a secure, middle-class lifestyle.

Union President Gloria Middleton, working with **Mobilization Coordinator Helen S. Jarrett**, made sure that unions on strike in New York City had the support of their brothers and sisters at Local 1180.

"Striking is not an easy decision for any union's leadership or rank and file to come by, but it's unfortunately often necessary as it's the only means by which the working, middle class have a way to get across their point that bosses cannot make unilateral decisions that negatively impact those who keep a company running," Middleton said. "It's a stressful situation for the workers and whenever we can show our support for our brothers and sisters in any sector walking the picket lines, we are going to do it."

A story in *Fortune* magazine from Aug. 23 says that "This crescendo of labor actions follows a relative lull in U.S. strikes and a decline in union membership that began in the 1970s. Today's strikes may seem unprecedented, especially if you're under 50. While this wave constitutes a significant change following decades of unions' losing ground, it's far from unprecedented."

This year saw more work stoppages in unions with 1,000 or more workers than any year since 2013, according to the Bureau of Labor Statistics.

Success begets success, so when one union goes out on a strike that culminates in a positive contract, it sends a message to other unions, with workers across the board not afraid to make their voices heard. In fact, most of the strikes have resulted in significant gains.



In the first quarter of 2023, union-represented workers saw an average 7% wage hike in the first year of their contracts, the biggest wage hike in a single quarter since 2007, according to Bloomberg Law.

Health care workers have been facing an uphill battle since the pandemic, with a huge exodus of workers at all levels, poor staffing ratios that are contributing toward mass burnout, and inadequate pay. All of that led to health care workers at the Coalition of Kaiser Permanente Unions to hold a three-day strike in October that ultimately concluded with a 6% wage hike in the first year of the new contract and initiatives that address staffing.

Much closer to home, health care workers in New York and New Jersey are facing similar battles. Their battles, like those of so many others, did not happen in a vacuum. Rather, they came about as part of burgeoning efforts in the past several years where workers are making history.

Middleton said that private-sector unions are again standing their ground in defense of their members not willing to continue working for peanuts. When one union makes significant gains by striking, it sends a message to other unions that they can do the same with positive outcomes.

When SAG-AFTRA began its strike on July 14 and picket lines formed in New York City, Local 1180 members were right there. SAG-AFTRA, which remained on strike throughout the summer to negotiate better wages, safety on sets, streaming residuals, and protections around AI technology, did not stand alone. It took 118 days, but on Nov. 9, at 12:01 a.m., the strike came to a close.

This extended strike caused almost immediate stoppages and delays for production of many late-night shows, soap operas, and series already in production but allowed actors and writers the leverage they needed to bargain. In the end, SAG-AFTRA members secured many wins from the Alliance of Motion Picture and Television Producers (AMPTP), including hikes in basic wage minimums for both speaking roles and background actors, better streaming residuals, bonuses for hit shows and movies, pension improvements, limits around virtual auditions, and protections around AI technology for both actors and writers.

"We drummed up support from our members on multiple dates throughout the months we were showing our support on the picket lines," Jarrett said. "The added voice Local 1180 members offered, as well as that of other unions who joined the lines, provided support to our brothers and sisters at SAG-AFTRA and the other unions we showed up for."

A study conducted at Cornell University's School of Industrial and Labor Relations assessed the "recent debate that has emerged in the literature over the 'economic' and 'organizational-political' models of strikes, and hypothesized that strikes become more common when conditions change in ways that empower workers.

Middleton said that politics also plays a large part in the striking climate. With a toughening economy post-pandemic when so many Americans either lost their lives or know someone who did, the work mindset is changing.

She said workers are no longer willing to grind away at a job that is dissatisfying and where pay scales are not in alignment with job responsibilities.

Experts agree that the strike momentum is not likely to stop as more unionized workers enter contract negotiations opposite greedy employers.

The 2023 Summer of Strikes showed the power that unions hold across a multitude of industries, and exactly why labor union approval has risen to 67% among Americans.

CWA Local 1180 is proud to have supported our union brothers and sisters in many of these strikes, and is ready to continue to fight for workers across the board. ■



Global Resurgence of Bedbugs Includes New York City

The small wingless insects that bite humans and feast on blood, often at night, are back.

First appearing as a major problem in Paris, France, the bedbugs then popped up in other major cities round the world, including New York City. Several reports have indicated a resurgence of the annoying pests in the last two decades with the widespread dilemma increasing with international travel returning post pandemic. They were last a major problem for New Yorkers in 2019.

Adult bedbugs have flat, brown oval bodies and are about the size of an apple seed. They are usually active at night and feed on blood in order to grow and reproduce. In fact, that's how "good night, sleep tight, and don't let the bedbugs bite" came to be.

City agencies have not been spared. Several have reported problems, and members have contacted the Union for guidance.

"We have been able to resolve the problem with management at the affected agencies," said **Local 1180 President Gloria Middleton**. "Thankfully the occurrences were not as widespread as we have seen in the past, but even one bedbug is not something to ignore."

She said it's important for members to know that finding bedbugs at home is not something to be ashamed of as even the cleanest of homes can be at risk. In fact, the resurgence is partly blamed on New Yorkers returning from Fashion Week in Paris at the end of September and bringing the unwelcome guests with them.

Bedbugs can enter homes by latching onto used furniture, luggage, and clothing, and by traveling along connecting pipes and wiring. They like to hide inside of mattresses, under the mattress seams, and especially in the cracks and crevices on the box springs. It only takes one infected item for an infestation, and if left untreated, bedbugs can spread quickly.

This quickly reproducing parasite is the most difficult insect to eradicate, according to a vast majority of pest control professionals, but it's relatively easy to avoid them. The surest strategies to keep bedbugs from spreading are prevention, early detection, and rapid treatment.

"If you find bedbugs in your home, please do not bring them to the job. Notify your supervisor and contact the Union right away so we can do everything possible to guide you in eliminating them from your home," Middleton said. "Early detection is key."

Bedbug complaints in the city crept up to the highest monthly level since October 2019, according to City data. During the pandemic, bedbug complaints were virtually non-existent as the world was sheltering in place. By 2022, New York City was no longer in the top 10 of Orkin's — one of the top go-to pest control companies — highest-ranking cities for bedbugs.

The creepy crawlers didn't stay away for long, though. When Orkin released its 2023 Top 50 Bedbug Cities report on Jan. 9, New York City ranked #2, only outdone by Chicago in first place.

Complaints across New York City surged more than 17% in 2023, with 2,667 cases of the bloodsuckers reported between Jan. 1 and Oct. 31, compared to 2,276 in the same period in 2022, according to the published data.

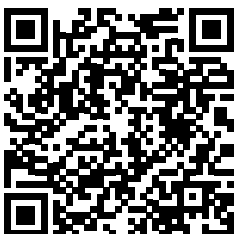
Brooklyn, which is where Local 1180 worked to resolve an agency bedbug dilemma, had the highest number of cases of all the boroughs, with a 21% increase in complaints. Not surprising as the borough has become one of the hottest and hippest places to live. Manhattan saw a 35% increase in complaints, while Staten Island reports were 45% higher. Queens reports were up 11%. Bronx was the only borough with a decrease, down 4% as of the end of 2023.

According to data collected by the New York City Housing Preservation and Development Department (HPD), there were several hundred violations of city codes regarding bedbugs.

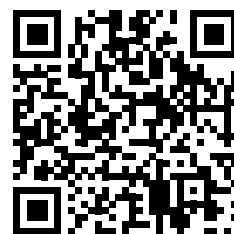
As annoying and disgusting as the blood suckers are, there are some interesting facts associated with them: they can lay more than 500 eggs in a lifetime and ingest up to seven times their body weight; they can withstand temperatures up to 122 degrees, which is why it's so difficult for the average person to kill them; and one in five Americans has either personally experienced a bedbug infestation or know someone who has.

For More Information on What To Do If You Find Bedbugs in Your Home

**Bedbugs in New York City
Apartments**
[metcouncilonhousing.org/
help-answers/bedbugs/](http://metcouncilonhousing.org/help-answers/bedbugs/)



**Bedbugs, Prevention,
and Removal**
[www1.nyc.gov/site/doh/health/
health-topics/bedbugs.page](http://www1.nyc.gov/site/doh/health/health-topics/bedbugs.page)












What To Know & Do If You Find Bedbugs:

According to the NYC Department of Health and Mental Hygiene's (DOHMH) Preventing and Getting Rid of Bedbugs Safely guide, never bring bed frames, mattresses, box springs, or upholstered furniture found on the street into your home; check all used or rented furniture for bed bugs; when traveling, inspect the bed and furniture, keep suitcases off the floor and bed, and inspect them before you leave; if you suspect you have been around bed bugs, immediately wash and dry your clothing on hot settings or store it in a sealed plastic bag until you can; and seal cracks and crevices with caulk, even if you don't have bedbugs, to help prevent them from coming in.

While not something to fret about daily, Middleton said it's always important for anyone living in a crowded city like New York to pay attention, especially after traveling.

"Being aware is the key to prevention. With so many people traveling during the holidays, we are asking our members to do their due diligence in making sure they don't come home with any unwanted holiday surprises" she said. ■

-  **Advise your landlord of the problem, preferably in writing, and keep a copy for your records, along with verification it was mailed**
-  **Call your Local 1180 Staff Representative immediately**
-  **Find a certified company and arrange an inspection**
-  **If you get no response from your landlord, report the problem using the Bed Bug Complaint Form. You can call 311 to report bedbugs in day care centers, NYC public schools, CUNY colleges, and subways. To report bedbugs in public housing, residents can call the Customer Contact Center at 718.707.7771**
-  **For New York tenants, the right to a bedbug-free environment is included in the City's housing and maintenance code, which specifically names bedbugs in the list of insects the landlord is legally obligated to eradicate**
-  **The NYC Department of Housing Preservation and Development (HPD) lists bedbugs as a Class B violation, which means they are considered hazardous and the landlord has 30 days to correct the problem. The landlord must eradicate the infestation and keep affected units from getting reinfested**
-  **If your landlord refuses to take the necessary steps, you can file a complaint with HPD (call 311) or take the owner to Housing Court in an HP action. You can also file a complaint with the NYS Division of Housing and Community Renewal (if you are a rent-regulated tenant)**

Preventing & Getting Rid of Bed Bug Infestations
nyc.gov/site/hpd/services-and-information/bedbugs.page



H+H Coordinating Manager **Desse-anna Alexis** Helps

CHANGE LIVES



Case management has emerged as a successful patient-centered health care and social services tool that addresses the complex issue of homelessness in New York City.

This approach recognizes that homelessness is sometimes caused by a variety of underlying challenges such as poverty, unemployment, substance abuse, and mental illness. By providing structured and personalized plans, NYC Health+Hospitals Community Care case managers are making huge strides in helping more patients overcome their challenges, and successfully find housing.

Abner, one of the case management recipients, is a perfect example of the way case management works. He had been living on the New York City streets for more than 20 years. He had lost everything: his family, his job, his health, and his dignity. He felt hopeless and alone, struggling with poverty and mental illness. Abner had been receiving occasional outpatient services for various health concerns at NYC Health+Hospitals/Elmhurst since 2016, but he was first admitted as an inpatient when he came to the emergency department in late 2017.

To better manage his care after he was discharged, Abner was enrolled in the H+H Community Care program that oversees case management. Through Community Care, Abner met **Local 1180 Member Desse-anna Alexis**, Coordinating Manager, NYC Health+Hospitals/Community Care, who helped him change his life.

Alexis listened to his story, understood his needs, and helped him set realistic and achievable goals. "Working with vulnerable communities and individuals like Abner gives meaning and purpose to my life, knowing that I am part of a larger effort to address health disparities and improve the quality of life for those in need," she said.

H+H has more than 80 case managers working in the Community Care program. Far from sitting behind a desk, they are often out on the streets, in communities, in people's homes, and meeting our patients where they need help the most in order to make a difference.

At first, Abner was skeptical and resistant. He had been let down by so many people and systems before. He did not trust anyone, not even himself, so Alexis encouraged him to take small steps, to celebrate his successes and to learn from his setbacks.

"What motivates me is seeing tangible improvements in the health and wellness of the patients I serve, being able to advocate, and knowing that my work contributes to their well-being," Alexis said.

Addressing socioeconomic impacts on health through Community Care's partnership with Housing for Health — a NYC Health+Hospitals initiative aimed at helping homeless New Yorkers find permanent housing — Alexis helped Abner find a permanent place to live since he met the guidelines and qualified for emergency housing vouchers.

Through this process, Abner moved into his first home in more than two decades. She also helped Abner access additional social services that helped him locate his birth certificate and social security card — critical documentation that made it easier for him to access health insurance and job training.

Gradually, Abner began to trust Alexis and to believe in himself. He started to take advantage of the health care services offered to him, such as outpatient mental health services and regular primary care visits. He eventually enrolled in a vocational program that taught him new skills and prepared him for his first job in years.

Abner has since reconnected with his family and made new friends. He rediscovered his passions and his purpose and became a happier and healthier person.

"Dealing with vulnerable populations and helping them navigate complex health and social services systems can be challenging, and care coordinators are passionately invested in the well-being of their clients," Alexis said. "Balancing empathy and professionalism while witnessing the struggles of the people we serve like Abner, can also affect us emotionally, so it's essential for care coordinators like myself to have adequate support systems and self-care strategies in place."

Abner's story is a testament to the success of the case management approach to giving care. It is an intervention that can transform the lives of homeless people by providing them support, guidance, and resources they need to overcome their challenges and achieve their goals.

Today, Abner has a bright future. He is grateful for Alexis and the opportunities she gave him to rebuild his life. He is filled with dignity, confidence and hope. ■



Abner with Desse-Anna Alexis. Reprinted from NYC Health+Hospitals INSIDER, Dec. 4, 2023

MAKING STRIDES AGAINST

Breast Cancer

Walk



The Local 1180 Women's Committee once again spearheaded the union's participation in this year's Making Strides Against Breast Cancer Walk in Central Park. The annual event is more than just a walk, however; it's a movement.



On Oct. 25, dozens of union members put on their pink, breast cancer union t-shirts and walked as a group for as much of the four miles as possible. While not everyone made it to the finish line, everyone did have a great time while walking to support a great cause.

The four-mile route through Central Park started and ended at The Naumburg Bandshell. In the last 30 years, the American Cancer Society Making Strides Against Breast Cancer (MSABC) campaign has united communities, companies, and individuals and has grown into the nation's largest and most impactful breast cancer movement that provides a supportive community for breast cancer survivors and those living with metastatic breast cancer, caregivers, and families.

Almost three dozen union members, friends, and family came out for the walk organized by **Chair Denise Gilliam** and **Debra Busacco**, who will be assuming the Chair position in January 2024.

"Team work makes the dream work," Busacco said. "It was great to see so many sisters, and brothers, come out together for this march. We even had two members, one new and one a long-timer, walk with us who really haven't been involved before with the union. They were so impressed by the camaraderie that each said she plans to get more involved and sign up to participate in other events."

As she takes over the committee next year, Busacco said she encourages more women to get involved to help her expand the programming.

"The Women's Committee has always sponsored so many great activities. I look forward to working with everyone next year so we can grow our participation," she said. ■



Mayor Recognizes PAA III

SHIRLEY WILLIAMS for



Mayor Eric Adams and ACS Commissioner Jess Dannhauser present Williams with a proclamation marking 70 years of service to the City of New York. Photo by Ed Reed, Mayoral Photography Office.

PAA III Shirley Williams began her career with the City of New York on Nov. 2, 1953 when she was just 18 years old. Her early salary was \$2,650 and her monthly rent in the east Bronx was \$32. The first Chevrolet Corvette was built on June 30 that same year, the average car cost \$1,800, a gallon of milk was \$.94, and New York adopted three-color traffic lights.

At the end of 2023, on Nov. 13, Williams was recognized by the mayor for her now 70 years of service — and for being the longest-serving City employee.

“Our public servants are the lifeblood of New York City. They show up every day and carry us through the storms we face in our city,” said Mayor Eric Adams in a press release marking the occasion. “For 70 years, Shirley Williams has weathered those storms and served New York City’s children at ACS. We are in awe of her dedication to the city, and we are grateful for her lifetime commitment to public service.”

In 2019, Local 1180 interviewed Williams to mark 66 years of service with a feature story in the Communique.

Back then, Williams said she had no plans of retiring — and apparently she meant it.

“I like to stay active. If I stayed home, my limbs wouldn’t work. I don’t like to just sit around,” she said in 2019 from her fifth floor office at 150 William Street in lower Manhattan. “I started out working as a stenographer with attorneys, and I’m still working with attorneys, although now I’m using a computer.”

She has seen many changes in her 70 years, but one thing that has not changed is her own commitment to the job.

“I am proud, and it gives me great pleasure to celebrate 70 years of city service this year,” she said. “The secret for my long career is that the work has to be challenging. This job has meant so much to me over so many years and has made a major impact on my life. I want to thank my colleagues at ACS for always supporting me and Mayor Eric Adams for recognizing my tenure.”

In the Communique 2019 story, Williams said she remembers when “improvements” came to the job in the form of manual typewriters, then electric typewriters. She chuckled when speaking about carbon paper, whiteout, mimeograph machines, and word processors — standard office supplies and equipment used earlier in her career that today’s generation isn’t even aware of.

“I’m thrilled to celebrate Ms. Williams for her lifelong commitment to ACS, where she has undoubtedly made an impact on the lives of so many,” said ACS Commissioner Jess Dannhauser. “It is our hope that through this recognition, she feels the deep gratitude of her colleagues and fellow New Yorkers, who have been so proud to work alongside her for all these years.”

After graduating in 1953 from Theodore Roosevelt High School in the Bronx, Williams decided to follow in her father’s footsteps by applying for a job with the City of New York. Although her father worked at the NYC Department of Transportation, she accepted her first job as a stenographer with what was then called the New York City Department of Welfare, now the New York City Department of Social Services. Shirley’s son Craig Myrie followed in her footsteps and since April 2022 has been a Local 1180 member himself, as a PAA II at HRA.

During her seven-decade career path, Williams has escalated from a legal stenographer to a senior stenographer to a supervising stenographer to her current position as a PAA III at ACS in the office of the general counsel. Her daily responsibilities include assisting agency attorneys and other staff with clerical tasks, including drafting and reviewing correspondence and coordinating the provision of documents to requestors. Her colleagues describe her as pleasant, efficient, and professional — and say she has rarely missed a day of work.

Local 1180 President Gloria Middleton said it’s members like Shirley Williams who make her proud to be leading the almost 9,000-member union.

“Shirley is that type of dedicated worker who smiles when she goes into work, smiles all day long, and smiles when she leaves. She has been a mentor to the generations of workers who joined the ranks after her and she sets an example for what it means to be an exemplary employee,” Middleton said. ■



YEARS OF SERVICE

Local 1180 Awarded

HIGHEST HONOR

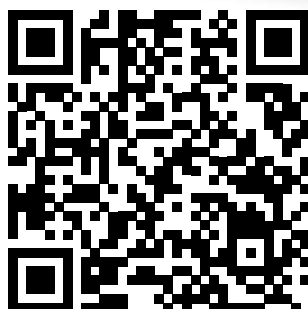
in Labor Communications Contest

Local 1180 was awarded the Max Steinbock Award, the highest award for journalistic excellence, given by the International Labor Communications Association at this year's annual convention. The winning story, "David vs. Goliath: Victories Bring Union Membership to New Highs," can be found here: bit.ly/48jq2VK. The annual labor media contest is exclusively for labor communicators and receives thousands of entries that are judged by experts throughout the industry.

Local 1180 also won seven other top honors:

- **First Place: Writing: Best Profile**
"Inspiring Kindness: Lynne Corry Gives Because She Knows What It's Like to Have Nothing"
- **First Place: Visual Communications: Best Design - Newspaper or Newsletter**
Communique, CWA Local 1180
- **First Place: Visual Communications: Best Design - Single-Issue Publication**
Communique, CWA Local 1180
- **First Place: Visual Communications: Best Photo or Gallery - "First VP Gina Strickland's Retirement,"** CWA Local 1180
- **Second Place: General Excellence: Print Publication**
Communique, CWA Local 1180
- **Third Place: General Excellence: Single-Issue Publication - Communique, CWA Local 1180**
- **Honorable Mention: Writing: Best News Story**
"Voting Roadblocks Lead to Passage of NYS Voting Rights Act"

CWA Local 1180 is thankful for the opportunity to have participated in the 2023 ILCA Annual Labor Media Contest, and to the judges for presenting us with these awards. ■



Scan to read the original story on Shirley Williams published in the Oct.-Dec. 2019 edition of Communique.



PHOTO COURTESY OF CWA LOCAL 1180

Union Brings Back **NEW MEMBER**

Orient

NEW MEMBER ORIENTATION HAS RETURNED! For the first time since pre-pandemic times, Local 1180 held its first orientation for those who have become new union members, giving them a chance to hear from officers and executive board members about all things 1180.

"This orientation is such an important introduction to Local 1180 and everything that we offer our members," said **Second Vice President Teesha Foreman** who spearheaded the event. "We are planning to have these on a much more regular basis so as new members join our union, they will have access to the orientation in a timely manner."

On Sept. 26, dozens of new members heard welcome remarks from Local 1180 President Gloria Middleton, and updates from First Vice President Gerald Brown, Second Vice President Teesha Foreman, and Secretary-Treasurer Robin Blair-Batte.

Topics included discussions on voter registration, the political action fund, legislative and political programs, education programs and webinars, and contracts.

There was an introduction to the Staff Representatives, as well as an overview of the services they provide and how to reach them.

Officers also talked about salaries and additions to gross, probationary periods, Weingarten Rights and why they are so important, supplemental benefits, and the union's dues structure.

"Knowing about the Weingarten Rights, what they say, what they mean, and how they can be your best friend if you are called in for questioning by a supervisor is so important," Foreman said. "Invoking your Weingarten Rights gives your union a chance to best represent you if there are any issues with management. This is why we talk about them so often."

Another important topic that was covered is accessing the member portal via the union's website, as this is where members can download forms, file claims, see their benefits, and update their personal information.

Middleton said it's crucial that the union always have the most up-to-date contact information for every member so everyone gets notified of benefit changes or enhancements as well as information about contracts and important union news.



tation

PAA Justin Smith and **PAA Michael Butler**, both from HRA, are new Local 1180 members who were excited about the orientation.

Butler came from Local 1549 and said he was thankful for the orientation.

"I have worked for HRA for 33 years. I like all the benefits offered by 1180," Butler said. "The reimbursement for co-pays of \$150 is an excellent program for the membership. I'm glad to be part of Local 1180 with all the benefits and programs they provide to members."

Butler has become more active with the local by joining the Men's Committee. He said the guest speaker at the November meeting from the National Student Debt Forgiveness Center was a great asset to members who learned about "excellent program" the union has made available to help members and their dependents with student loan debt.



MEET YOUR NEWLY ELECTED

LOCAL 1180 EXECUTIVE BOARD

President Gloria Middleton was re-elected in October to serve her third term leading Local 1180. An overwhelming majority of the members voted to return her to office and continue the progressive and successful work she has done since first taking the helm in 2018. The entire Executive Board will be sworn into office in January 2024 to serve their term of office from Jan. 1, 2024 - Dec. 31, 2026.

Other officers re-elected were **First Vice President Gerald Brown**, **Second Vice President Teesha Foreman**, and **Secretary-Treasurer Robin Blair-Batte**. Elected as the new **Recording Secretary is Debra Paylor** who replaces Lourdes Acevedo who retired. **Members-at-Large are Amica Benjamin, Debra Busacco, Ranston Foster, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario "Rosie" Roman, Gregory Smith, and Dennis Vargas.**

"I look forward to continuing as your president and serving with other officers and members-at-large who were either re-elected or are new to our team," Middleton said. "This is a position I do not take lightly and I thank all our members for supporting us and returning us to office. We have made great strides in my first two terms as president and know we will be able to accomplish so much more as we move into 2024."

First Vice President Brown, who spearheads the union's political action, education programs, and Communique, is also thankful for the vote of confidence. "Going into 2024, we will face some uphill battles on the political front that are going to be crucial to the future of the entire labor movement not only in New York but across the country," he said. "I am grateful for all our members who returned us to office. I look forward to working with everyone for

the next three years on making sure Local 1180 remains a voice for all working people."

Second Vice President Foreman who was initially appointed to the position and has now been elected by the membership, said she wants to continue the work she has been doing as well as meet with more members.

"I'm honored that members appreciate the work I've been able to do so far and that they put their trust in me to continue representing them as Second Vice President," Foreman said.

Secretary-Treasurer Blair-Batte said, "It's been an honor to serve CWA Local 1180 members for the last nine years as an executive board member and it continues to be an honor. Thank you for the votes and the opportunity to continue to serve. It's much appreciated. I will always do my best to work in the best interest of the union, OUR union."

Newcomers Busacco, Griffith, Johnson, and Vargas all agree they are excited to work with the rest of the well-established team.

"I've been so involved in Local 1180 for years as a Shop Steward and activist. I know the importance of getting involved and turning out to show our support at rallies, parades, meetings, and other events," Busacco said. "I saw how diligent our Executive Board has been in the past to ensuring solid representation of all our members and I wanted to do more. That's why I decided to run for member-at-large and am excited for the opportunities and challenges ahead."

Bio information on each Executive Board member can be found on the website at cwa1180.org/local-home/new-officers-and-staff. ■





GLORIA MIDDLETON

President

What a Year It Has Been

As 2023 comes to a close, it's important for us to set aside time to reflect on our personal journeys in the last 12 months. This time for reflection allows us to see just how much we have accomplished and what we would like to undertake for the new year.

This is also a time I spend reviewing our Local 1180 accomplishments to see just how far we have come since January. Together, our journey has been one of resilience, strength, determination, and dedication at a time when the labor movement still takes strong hits from the public and unfortunately, far too many politicians.

We've faced some tremendous challenges, especially when it comes to the future of retirees' health care, but we have also experienced some great successes, like ratification of our contract. Your perseverance in helping us move forward as a union has not gone unnoticed.

We kicked off the year with a tremendous Equal Pay Day rally that focused on our need to continue fighting for equal pay

led to the successful ratification of a new PAA et al contract. While the process might seem like it took a long time, in reality, it was smooth and relatively quick. There are some unions still in bargaining despite the fact they started the process before us.

Part of our new contract included the pilot telework program that will enable a large number of our public sector members to work from home at least one day a week. While not all agencies agreed to participate, and we have no input as to which ones do and do not, we have been able to work with the Office of Labor Relations in getting the program started for our members at more than a dozen agencies so far.

I know what a valuable benefit this is as it will eliminate commuting time and expenses, thereby enhancing quality of life. We are continuing to work with remaining agencies on a roll out of the program and will provide regular updates on our website.

Negotiations for our public sector members in other contracts are continuing and we hope to resolve them quickly, while talks for our private sector members are ongoing as well.

This year we organized several new private sector shops that brings our total to 18. We hired an additional private sector staff representative to help manage the growing number of shops we represent. We have built a reputation for our organizing and mobilizing efforts, which is why more nonprofits are contacting us about becoming part of the Local 1180 family.

As a whole, unions are still seeing a climbing approval rating — 67% of Americans now believe there is value in the labor movement. This is testament to just how far we've come in the past decade.

This strength was why more than half a million American workers were able to walk off the job this year in fights for their rights. We marched in solidarity on the picket lines with many of them — SAG-AFTRA, WGA, and ALE to name just a few — as these union workers battled their employers for higher wages, better benefits, and improved

working conditions. In October alone, companies lost more workdays to strikes than in any month during the past 40 years. Our front page story is about what prompted the summer of strikes.

As we turn our attention to the new year, we are paying close attention to the mayor's call for budget cuts and the reduction of some essential services, which he claims are necessary due to the expense of housing an influx of homeless migrants, slowing tax revenues, and the ending of federal pandemic aid.

While we understand the City's fiscal dilemmas, we remain steadfast in our fight to protect the jobs of all our members. Our members, and those of the entire city labor movement, stood strong during the pandemic as we continued to do our jobs to make sure all New Yorkers continued receiving essential services.

You stepped up to the plate, demonstrating exceptional resilience and adaptability at a time when the entire country was sheltering in place. You sacrificed so others did not have to.

The proposed cuts would hurt working-class families, our families, and in working with other unions, we will do everything in our power to stop the proposed draconian cuts that could have a devastating impact on everyone.

From representing members at hearings and appealing grievances to making sure members did not report to work when Woodhull Hospital flooded and everything in between, the work on your behalf continues daily.

I want to express my sincere gratitude for your continued trust and support this year, and for re-electing me as your president so I can continue representing you for the next three years.

As we step into the new year, I know we will face upcoming challenges with the same determination and strength that we have done so far.

Together, we have weathered storms and celebrated victories as we work to change and improve our corner of the world. ■

Together, we have weathered storms and celebrated victories as we work to change and improve our little corner of the world.

regardless of gender. Despite some unfortunate weather that required a last-minute change of location, we had a great turnout of our members and City Council members. As you know, equal pay for all is a battle that our union has spearheaded for years, starting with our lawsuit against the City of New York on behalf of our Administrative Managers. Since that time, unions and politicians alike have learned that when it comes to equal pay, it's best to have 1180 involved. We know how to get things done and the City Council in particular knows they need us on their side.

Almost 4,000 of you — more than ever before — filled out our contract bargaining survey before we started negotiations with the City. Our history of building unity by engaging in a transparent, democratic process to formulate contract demands

MEMBERS IN ACTION

Eleanor's Legacy Honors Courageous Women



Local 1180 President Gloria Middleton, Second Vice President Teesha Foreman, and Secretary-Treasurer Robin Blair-Batte attended this year's Eleanor's Legacy Celebration on Dec. 11 to honor three courageous women: Hon Carolyn Maloney, former Congresswomen and ERA champion; Melinda Person, NYS United Teachers President; and Mary Trump, author of "Too Much and Never Enough". NYC Council Speaker Adrienne Adams (pictured above left with Middleton) was the night's special guest. Eleanor's Legacy mission is to recruit, train, and support pro-choice Democratic women to run for state and local office throughout New York. In 2023, the organization endorsed nearly 300 pro-choice Democratic women running for county and local office, including more than 120 first-time candidates; more than 160 won their races. ■

Leading the Next Gen of Union Members



In the last several decades, as union membership has declined, labor and union education has been severely deprioritized throughout the country, leaving many young people with little or no basis for understanding unions and union careers. The New York City Central Labor Council (CLC) and other NYC unions are working to address this problem and broaden the horizons for students interested in union careers. On Oct. 17, the CLC hosted Future in Focus: Exploring the World of Organized Labor and Unionized Careers event. CWA Local 1180 joined several other unions tabling, presenting, and talking with students about unionized careers, collective bargaining and the impact of organized labor on society. **Carol Griffith** and **Deborah Valentin** are pictured with the Local 1180 table getting ready to speak with students. ■

HPD Employees Recognized

HPD employees were honored at a Quality of Work Life presentation. **President Gloria Middleton** and **Second Vice President Teesha Foreman** attended to offer congratulations. They were joined by **HPD Shop Stewards Phoebe Arnold** (Admin Manager) and **Pamela Odle** (PAA). ■



Wearing Pink for Breast Cancer

PAA Otissa Dillard, PAA Carla Cheesman, Admin Manager Charrise Andrews and their coworkers from other unions at HRA/DSS dressed in pink in honor of Breast Cancer Awareness Day on Oct. 19, 2023. Dillard said it was a way for her and her coworkers to emphasize the importance of the day and for women to get yearly mammograms. ■

Hispanic Committee Thanks Outgoing Chair Venus Williams

The Hispanic Committee gave its thanks to Chair Venus Williams who stepped down at the end of 2023 after leading the group for more than a decade. Since Hispanic Heritage Month was from Sept. 15-Oct. 15, the Committee also celebrated the time that recognizes the contributions and influence of Hispanic Americans to the history, culture, and achievements of the country. Members presented Williams with flowers and a card thanking her for her contributions. In top photo from left: **Member-at-Large Debra Busacco, Pamela Odle, Melissa Cosmel, Member-at-Large Rosario "Rosie" Roman** (who will be the new Hispanic Committee Chair), **Member-at-Large Gregory Smith, Regina Kelly, Ingrid Brown-Lewis, Ellice Vessels, Venus Williams (seated), Tiscia Knight-Carter, Member-at-Large Amica Benjamin, Linnea Biggs, and Sonya Grant.** Bottom photo from left: Benjamin, **Staff Rep Romano Jones, Deborah Valentin, Busacco, First Vice President Gerald Brown, Secretary-Treasurer Robin Blair-Batte,** and Smith. Seated: Kelly, Odle, Brown-Lewis, and Roman. ■



Remembering the Triangle Shirtwaist Factory Fire



In October, Local 1180 **Member-at-Large Helen S. Jarrett, President Gloria Middleton, and Second Vice President Teesha Foreman** joined hundreds of other New York City labor leaders at the dedication of the Triangle Fire Memorial, a permanent tribute to the victims and legacy of the 1911 Triangle Shirtwaist Factory fire at the site of the historic fire in New York City. The Triangle Fire Memorial tells the story of the fire in the languages spoken by the victims: English, Yiddish, and Italian. It is also one of the only memorials in America dedicated to workers. You can visit the Memorial at the corner of Greene Street and Washington Place in Greenwich Village (23 Washington Place). ■

Bronx DA's Office Health Benefits Fair



Staff Representatives Theresa Pinto (left) and Shakima Ivory (right), along with member **Shanicqua Spruell (PAA, Bronx DA)** represented Local 1180 at the Bronx District Attorney's Office Health Benefits Fair on Oct. 3, 2023. This event gave the union a chance to meet with members and answer questions about health benefits provided by Local 1180. ■

DCAS Honors Member at QWL Ceremony



On Oct. 18, **Staff Representative Denise Duncan-Bartholomew (far right)** attended the QWL Ceremony at DCAS, 1 Centre St., that honored Admin Manager **Sheryl O'Neal.** Pictured with them are **Gloria Skinner (Admin Manager)** and **Candida Skinner (PAA).** ■

MEMBERS IN ACTION

Bronx BCCC Fills the Fridge Again

The Bronx Borough Community Coordinating Committee, under the leadership of **Chair Zenola Fields**, once again spearheaded a Fill the Fridge campaign prior to Thanksgiving to help local families experiencing food insecurity. Fields said this is a project the Committee has done before with great success. In addition to Fields, Committee members **Jeanette Taylor** (Retired) and **Cherylynn Allen-Freeman** (Retired) worked with a local Fill the Fridge at 4670 Manhattan College Parkway in the Bronx to replenish dwindling shelves. The Committee collected fresh vegetables and fruit, dry goods like stuffing mixes, gravy packets, corn bread mix, and desserts to help those less fortunate have an enjoyable Thanksgiving meal. ■



1180 Members Attend CLUW Convention

Second Vice President Teesha Foreman (in orange jacket) and **Rhonda Joseph** (PAA, DOHMH) (in white shirt) joined other CWA members at the 22nd Biennial Coalition of Labor Union Women (CLUW) Convention in November. CLUW is America's only national organization for union women. Formed in 1974, CLUW is a nonpartisan organization within the union movement whose primary purpose is to unify all union women in a strong organization to determine and seek remedies to our common problems and concerns and to develop action programs within the framework of the labor movement to effectively promote our objectives. CWA National President Claude Cummings is pictured below with Foreman. ■



Site Meetings at Jacobi



Shop Steward Vanessa Eaddy-Thompson, **Second Vice President Teesha Foreman**, and **Staff Representative Theresa Pinto** held a site meeting at H+H's Jacobi Hospital in North Central Bronx on Nov. 28 to meet with members and give them the opportunity to discuss matters impacting them at work as well as talk about benefits they are entitled to as members of Local 1180. Two new union members, **Assistant Coordinating Manager Tashi Robinson** and **Assistant Coordinating Manager Nakeesha Van Wyk**, both from the Nursing Department, attended the event.



Staff Rep Shakima Ivory, **Shop Steward Milagros "Milly" Melendez**, **Staff Rep Theresa Pinto**, and **Shop Steward Monica Solis** held a site meeting at Jacobi Medical Center on Oct. 6 to bring the union to members who work there. Since all members cannot attend the general membership meetings, Local 1180 often hosts site visits at work locations to bring updates and important information right to members. ■



GERALD BROWN

First Vice President

CWA Local 1180 Needs You & You Need Local 1180

We often talk about how much stronger the labor movement is becoming and how much unions benefit their members. It's been proven time and again that the working middle class needs labor unions as the unified voice that helps increase wages, provide better benefits, and strengthen worker rights.

But did you know that unions need their members just as much as members need their unions?

The power of any union comes directly from the members and their direct involvement. We count on our members to promote Local 1180 at the workplace, in the community, and to friends and families. We need you to participate and get involved to some degree, whatever is best for you. No matter how big or small, your participation will make a difference.

While the ways to get involved are endless, the goal of that involvement is the same — to promote the work we do to enhance the lives of not only our members and the entire labor movement, but help those who are unorganized as well.

Here are the **Top 10 ways for you to get involved**. Find one that works for you and start now to join us in making change.

- 1. Attend a general membership meeting.** This is one of the easiest and best ways to start getting involved and engage with the union and other members. There are eight meetings a year, with some in person and others virtual. The venue is announced early in the month with registration required. We notify everyone in our weekly email blasts and on our website. Meetings are held January-May and September-November.
- 2. Join a committee.** We have something for everyone — Women's and Men's committees, Hispanic Committee, Committee on People with Disabilities, Civil Rights & Equity/Community Services Committee, Pride Committee, and many others. Information on when the committees meet and how to contact the chair can be found in the back of every Communicue and on our website.
- 3. Participate in an event or informational webinar.** We have many of them throughout the year and it's a great way to show your support. We march as a group in the Labor Day Parade, the African American Day Parade, and the Puerto Rican Day Parade to name a few; we walk for breast cancer; we organize food drives, back-to-school supply collections, prom dress and suit donations; and so much more. We also offer many webinars throughout the year on NYCERS pre-retirement, home ownership, legal benefits, Union Plus programs, financial management, and education programs.
- 4. Attend a Borough Community Coordinating Committee.** This is a great way to let us know about issues in your community or neighborhood where we can get involved and make a difference. It's also a way for you to meet and engage with your local politicians. Local 1180 is looking for new avenues where we can help. Bring us your ideas.
- 5. Become a Shop Steward.** If you're someone who likes to help and can be the eyes and ears of the union at your workplace, run to become a Shop Steward. Several of our

worksites do not have a direct liaison because no one wants to step up to the plate. If you work at a location with no Shop Steward, let us know you're interested in the position. It's a great way to assume a leadership role and learn the ins and outs of how your union works.

- 6. Follow us on social media.** Did you know we are on Facebook, Instagram, X (formerly Twitter), and YouTube? Engage with us by liking our posts and commenting. It will help ensure we beat the pesky algorithms and you stay on top of what's going on at Local 1180.
- 7. Visit our website often.** We update our website almost daily so many of your questions can be answered easily by visiting www.cwa1180.org. Navigate through the site to make sure you know how and where to find the information you need.
- 8. Be politically informed and involved.** Help us promote federal legislation. Throughout the year, CWA national works on getting federal legislation passed that positively impacts working families, and works to stop bills that are harmful. We need you to fully understand the issues and the union's position so you can speak knowledgeably to those with opposing viewpoints. There is nothing better than good communication when educating on an issue.
- 9. Join our lobbying efforts.** Each year, Local 1180, along with CWA District 1, works in cooperation with New York City Council Members and New York State Senators and Assembly members to make sure we have adequate funding for programs and services important to our members. Just as we do on the national level, we work to support important legislation and stop anything that could harm us. This often involves reaching out to our elected officials and this is where we count on our members to get involved by writing letters, sending emails, making phone calls, and attending lobbying events. It is paramount for you to understand our position on the issues and appropriately communicate that with your voting legislators. For all our public sector members and retirees, we need you to know the issues, understand the issues, and talk about the issues. This is how we get legislators on our side. And for our private sector members living in New York, legislative decisions at the city and state levels impact you, too.
- 10. Be the voice of Local 1180.** Learn about the benefits we offer that so many members unfortunately do not utilize. Spread the word. Is your co-worker trying to buy a house and needs legal advice? Let her know about the union's legal benefits. Is someone on your floor talking about returning to school to enhance his education? Tell him about the union's amazing educational benefits that pay for up to 40 credits toward a bachelor's degree at the CUNY School of Labor and Urban studies. Remind members that they can easily update their personal information like home address, cell phone number, or email address simply by going to our website's membership portal.

There are so many ways to get involved. Just find what works for you and do it. After all, we need you as much as you need us. ■

LOCAL 1180 BIRD UNION RALLIES AT AUDUBON Tells CEO to Settle a Fair

The 2023 Audubon Leadership Conference in Colorado was about more than just conservation efforts. Thanks to National Audubon Society union employees represented by CWA Local 1180, attendees also saw first hand what it means to fight for a fair contract.

By rallying outside the conference and talking to attendees about their 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 directly to national and chapter leadership. Under the leadership of **Local 1180 Organizer Leslie Fine**, a large contingent of Bird Union members donned winter coats and hats to march with signs and send a message that Grey needs to give a hoot about her workers.

"At the bargaining table, we've been fighting for benefits our families need, like expanding paid parental leave beyond two weeks," said **Lindsay Buckland, a bargaining committee member**. "While dragging out negotiations, Audubon expanded parental leave benefits for non-union staff but denied that benefit to us. For my coworker who had a baby this year, that is time that they will never get back with their family."

At the convention, hundreds of Audubon chapter leaders, campus chapter leaders, partners, and staff

heard directly from Local 1180 Bird Union members about the contract fight. Members passed out red Bird Union bandanas and "Fair Contract Now!" buttons for attendees to wear during the opening plenary and during CEO Gray's speech.

Fine said the fun didn't stop there. At lunchtime, Union members 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. Members marched around with signs featuring selfies of members who could not be there in person — along with a bird pun or two — and chanted about fair pay and firing management's union-busting bargaining chair.

Then an Audubon C-suite manager invited union members to talk during lunch. Fine said they shared how bargaining was not progressing and how the impact of unilateral decisions like worsening health care and rolling out improved benefits only to non-union staff are making some of members' lives extremely difficult.

"We gave concrete examples of what we are asking for in a union contract and how those changes would improve staff retention and help staff survive at this organization," Fine said. "We asked that he and other management team members join bargaining sessions in order to see the tone in which Audubon is presenting itself. He said he would consider it and take our request back to the executive team."

Since March, contract negotiations have been overseen by a federal mediator. In October, union members 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. Earlier this year, Audubon rolled out new, enhanced benefits only to non-union staff while withholding the benefits from union staff, then presented them to the union as contract proposals and urged the union to quickly accept the substandard and incomplete contract in order to access the new benefits.

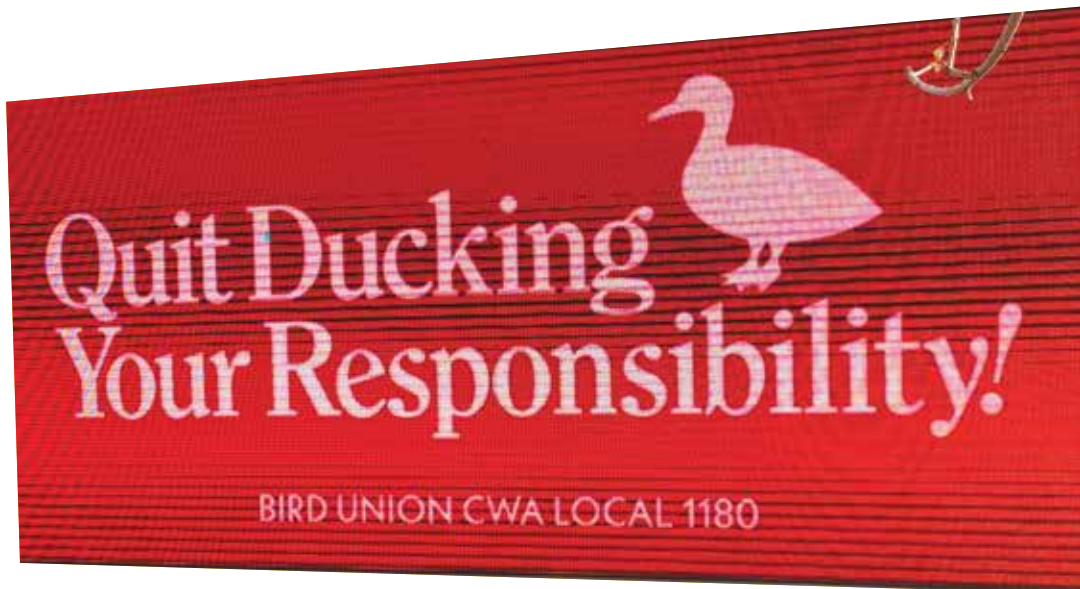
Across four cases, the NLRB determined that Audubon has bargained in bad faith or violated the rights of their union employees by:

- Refusing to bargain with union members over minimum salaries and refusing to share data used to develop the new salary structure.
- Unilaterally imposing changes with higher costs to union members' health care plan without negotiating with the union. Health care benefits are a mandatory subject of bargaining.
- Denying union members new and enhanced benefits that were given to non-union employees.

In several other instances, Audubon has failed to provide certain financial documents to the union that were relevant to negotiations.



CONFERENCE Contract &



"Since day one, we've urged Audubon to respect federal labor laws," said **Local 1180 President Gloria Middleton**. "Dr. Gray's spokesperson dismissed our concerns, but the NLRB's decision to issue a complaint on the four charges vindicates our case. We'll continue to defend our members using all legal means. Just as Audubon safeguards birds, we will safeguard our members until the company gives them the protections they deserve."

Despite the workers' collaborative approach to forming a union and negotiating a fair contract that strengthens the organization, Audubon management has taken multiple actions to delay and derail the process. After a majority of eligible workers demanded recognition in 2021, Audubon forced workers to go through 12 separate regional union elections overseen by the NLRB instead of voluntarily recognizing the will of their employees.

Since negotiations began, Audubon has hired the notoriously anti-union law firm Littler Mendelson and has at times gone months without meeting with the workers' bargaining committee.

"We have been fighting for so long to have a voice in making Audubon a better place to work and we remain committed to bargaining in good faith," said **Kassandra Smith, a union negotiating committee member**. "We urge Dr. Gray to join us at the bargaining table to get a fair contract now." ■



Check out more photos from the week from [@thebirdunion](#) on [Instagram](#) and [X \(formerly Twitter\)](#)

Sign the Solidarity Letter: cwa.org/birdunionsolidarity



HUMAN RIGHTS WATCH STAFF MOBILIZATION & PERSISTENCE LEAD TO LANDMARK CONTRACT VICTORY

In a resounding display of unity and determination echoing the activism of the past, CWA 1180 members employed by Human Rights Watch (HRW) achieved a historic victory after a year-and-a-half-long struggle for fair wages and improved working conditions. In a remarkable show of solidarity reminiscent of their 2006 mobilization, HRW staff utilized various strategies, culminating in the ratification of a groundbreaking contract on Nov. 20, 2023.

HRW, a globally recognized NGO dedicated to upholding the universal declaration of human rights, found its internal champions for justice when its own employees took a stand against what they perceived as a disparity between the organization's principles and their treatment.

The call for fair compensation echoed loudly as HRW staff members, donning red shirts and badges demanding a fair collective bargaining agreement, initiated a multifaceted campaign spanning social media, petitions, altered signatures, changed Zoom backgrounds, and public demonstrations. Their collective efforts were a testament to their commitment to justice.

The core grievance stemmed from the stark disparity between the soaring living costs in cities like New York, where HRW is headquartered, and the low starting salaries for unionized staff members, which were well below the required minimum for a decent standard of living. The disparity was staggering; while the median household income in New York City hovered around \$70,000, HRW's entry-level salaries began at a mere \$52,000.

The consequences of these unlivable wages were dire, resulting in a high turnover rate of staff members who departed due to the financial strain, heavy workloads, and limited prospects for professional growth. This exodus of talent threatened the fundamental work HRW undertakes in advocating for the vulnerable and marginalized across the globe.

"While the negotiation process was longer than we would have hoped for, the outcome was worth the wait. The overall low wages were not sustainable for those whose mission is truly about conquering human rights issues. We are passionate about what we do but we still need to be able to pay our bills," said Local 1180 HRW worker Tess Hill.

After months of arduous negotiations, marked by the unwavering determination of the workers and the bargaining committee, a remarkable 97% of HRW staff ratified a transformative contract. The victory marked a significant turning point, ushering in an era of unprecedented gains for employees.

The newly approved contract heralds immediate wage hikes of up to 12.5%, complemented by substantial annual increments and increased salary differentials. Notably, by July 2024, the minimum salary for an Associate, even without any formal education or prior experience, will be set at \$60,000. Beyond salary adjustments, the contract introduces a host of comprehensive enhancements. These include increased sick leave allowances, guaranteed health care coverage during leaves of absence, a fortified disciplinary process encompassing structured Performance Improvement Plans aimed at nurturing members for success within the organization.

Furthermore, the contract solidifies essential safeguards, encompassing explicit layoff protections that mandate a six-week notice period, provision for severance payments, and a clear pathway for fixed-term employees to transition into permanent staff roles. Another pivotal provision is the contractual continuation of remote work policies for union staff members, backed by a transparent notification and bargaining procedure, ensuring protection before any potential elimination of this benefit by HRW.

Finally, the agreement also incorporates a Neutrality and Voluntary Recognition Process, designed to facilitate the organization of other workers within HRW seeking to join CWA. This groundbreaking neutrality agreement introduces a card-check process, empowering employees to democratically determine if they wish to enlist CWA as their exclusive representative.



On Nov. 20, after a year and a half of bargaining, 97% of Human Rights Watch workers ratified a groundbreaking contract. Current and former members of the Bargaining Committee show their excitement about the deal: Donna Birdsong, Melissa He, Blaire Palmer, Subhajit Saha, Camilo Moraga-Lewy, Ash Pria Persaud, Tess Hill, Yuki Nishimura, and Grace Makhoul. They are joined by **CWA District 1's Chief Negotiator Luis Benitez-Burgos** and **Local 1180 Private Sector Staff Rep Tomas Laster**, both in back.

This triumph is not merely a win for HRW staff; it is a testament to the power of collective action and the unwavering belief in justice. The commitment, resilience, and unwavering resolve of the HRW members have not only secured improved conditions for themselves but also reaffirmed the organization's commitment to the principles it champions worldwide.

"This was a long battle but one with a successful outcome. I learned a lot during the negotiation process about what it takes to come up with an agreement and just how long and complicated it can be. We knew what we wanted, and needed, and we worked with Luis and Tomas until we got to the finish line," said Ashley Pria Persaud, a bargaining committee member.

HRW worker Melissa He agrees.

"We definitely needed to address a disparate salary scale, but negotiations were about more than just the money. Working conditions and lack of room to advance were leading to higher-than-normal staff turnover rates. Being part of Local 1180 made a huge difference in us securing a contract package that enables us to continue the work we do while being able to actually pay our bills."

The hard-fought victory stands as a beacon of hope, demonstrating that within an organization dedicated to advocating for human rights, justice, and equality, the welfare and fair treatment of its own workers are fundamental to achieving these noble goals. ■

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

ANNUAL MEMBERSHIP REPORTS
CWA Local 1180 Supplemental Benefit Plans
For the Year Ended December 31, 2022

Basic Financial Statements

	<u>Members' Annuity Fund</u>	<u>Security Benefits Fund</u>	<u>Retirees Benefits Fund</u>	<u>Legal Benefits Fund</u>	<u>Education Fund</u>	<u>Administrative Fund</u>
Plan assets:						
Investments	\$ 114,803,617	\$ 0	\$ 0	\$ 756	\$ 1,791	\$ 40,033,666
Receivables	1,023,127	248,296	4,463,201	24,418	121,005	5,513,698
Other	0	6,656,230	500	0	0	12,217,280
Total assets	<u>115,826,744</u>	<u>6,904,526</u>	<u>4,463,701</u>	<u>25,174</u>	<u>122,796</u>	<u>57,764,644</u>
Plan liabilities:						
Benefit obligations	0	672,842	4,349,237	25,174	122,796	0
Payables	1,857,906	6,231,684	114,464	0	0	9,821,467
Total liabilities	<u>1,857,906</u>	<u>6,904,526</u>	<u>4,463,701</u>	<u>25,174</u>	<u>122,796</u>	<u>9,821,467</u>
Plan net assets	<u>\$ 113,968,838</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 47,943,177</u>
Plan income:						
Contributions:						
New York City	\$ 4,075,847	\$ 0	\$ 0	\$ 0	\$ 0	\$ 27,139,022
Contribution transfers	0	9,901,834	8,801,664	1,004,297	330,041	0
Participants	0	20,430	8,582	0	0	0
Other	68,393	0	851,258	0	0	0
Net investment income (Loss)	(21,756,596)	1,112	57	2	2	(5,222,285)
Other income	0	0	46,928	0	1,305	13,391
Total income	<u>(17,612,356)</u>	<u>9,923,376</u>	<u>9,708,489</u>	<u>1,004,299</u>	<u>331,348</u>	<u>21,930,128</u>
Plan expenses:						
Benefits	7,825,144	9,923,376	9,708,489	1,004,299	331,348	0
Contribution transfers	0	0	0	0	0	20,037,836
Administrative	188,302	0	0	0	0	7,413,414
Total expenses	<u>8,013,446</u>	<u>9,923,376</u>	<u>9,708,489</u>	<u>1,004,299</u>	<u>331,348</u>	<u>27,451,250</u>
Net increase (decrease)	<u>(25,625,802)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>(5,521,122)</u>
Plan net assets:						
Beginning of year	139,594,640	0	0	0	0	53,464,299
End of year	<u>\$ 113,968,838</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 47,943,177</u>

Additional Information

The Plans have been audited by an independent accounting firm in accordance with their annual reporting obligation under the City of New York, Office of the Comptroller, Bureau of Management and Accounting Systems' Internal Control and Accountability Directive 12.

Member **Letters of Thanks** to Local 1180

Hi Ms. Middleton,
 I want to express my heart felt thanks for getting the deal that you did for assistant directors.
 The outcome was well worth the wait.
 Our new salary is life changing. You've no doubt improved the quality of my life.
 I will now be able to pay for home care for my elderly father, work towards buying a car, and will be able to achieve my dream of owning my own house one day.
 Thank you SO much!
 Assistant Director, Queens Hospital

Hello, Ms. Waters and Mr. Spivak,
 Thank you for being so supportive in this long journey, especially Ms. Waters.
 As stated in our brief conversation, examining where I stand professionally was oblivious in my everyday interactions. I feel so different about myself and who I am professionally.
 On a personal level, thank you both for your support.
 Independently of the outcome of this litigation, I will forever be thankful to you both for this opportunity.
 Thanks!!!
 Admin Manager, Small Business Services

IN LOVING MEMORY

Barbara Bailey

FORMER LOCAL 1180 ACTING RETIREE DIVISION DIRECTOR

Former Acting Director of the CWA Local 1180 Retiree Division, Barbara Bailey, passed away "happy and comfortable", according to her niece, on Dec. 9, 2023, where she was surrounded by family. Bailey was 84 years old.

Bailey served 40-plus years as a career civil servant in both the federal and city governments. As a member of CWA Local 1180, she knew the importance of getting involved, and was elected by her peers as an NYPD Shop Steward where she also represented members at labor-management meetings and handled many different grievances. Additionally, she headed the Local's Community Service Committee, earning President Clinton's Thousand Points of Light recognition.

In 1993, under her leadership, Bailey's community service was nominated for the President's Volunteer Action Award for adopting the Alfred E. Smith Community Center. In 1995, she was awarded by Local 1180 for her outstanding community service. In 2002, she was honored as one of the "Women of Distinction Fulfilling God's Mission in the Church and Community."

Her community activism included being a Girl Scout Leader at the Five Towns Community Center and working with youth groups; member of the Joint Public Affairs Committee, Coalition of Labor Union Women, Minority Caucus, Big Apple Greeter, Regina-Coeli Society-NYPD, League of Women Voters, and life member of the National Council of Negro Women and historian for the

Nassau County Section. She was also a member of the NAACP and was committed to helping the Five Towns Community Center and the Peter DeSibio Five Towns Childcare Center.

Former Local 1180 President Arthur Cheliotes who spoke at Bailey's memorial service had met and interacted with Bailey as part of her many titles, her participation in union events and Shop Steward conferences, and her support of Local 1180 in general. In the late 1980s, Cheliot recruited Bailey to join Local 1180 as a Staff Representative.

"She was filled with boundless energy," Cheliot said. "Given her great work as a Shop Steward at the NYPD, she was invited to participate in our special college credit program, Labor at the Crossroads with CUNY, that we held for Stewards in the Union office. She completed the courses and was quickly hired as a Staff Rep."

Bailey, also known as "Babs", was the youngest of six children born to LeRoy Bailey and Louistine Morton. All who came to know her said she was a kind and loving person who touched the lives of everyone she met. Her smile could light up the room.

She grew up in Inwood and was a graduate of the Lawrence Public School System. She was a devout Roman Catholic and member of the Queen of the Most Holy Rosary Parish in Roosevelt. Barbara was inspired by a family legacy of community activism, union organizing, and civic participation.

That commitment to activism and organizing are why **Gwen Richardson, former Local 1180 Recording Secretary**, said Bailey worked tirelessly and enthusiastically to get the best

outcomes for the members she represented. "She exhibited a spirit of cooperation and willingness to help out wherever and whenever she was needed."

That determination to make sure she assisted all Local 1180 members to the best of her ability also meant she could get "impatient with members whose jobs she saved when they again engaged in bad behavior that got them in trouble in the first place," Cheliot said when talking about one particular incident that stands out.

"I recall a time when she saved a member near retirement age from dismissal for chronic lateness twice. After the second time, Barbara demanded the member provide her with her home phone number. For months, Barbara would give the member wake-up calls so the member could get to retirement age and finally get a pension."

While that one scenario typifies Barbara Bailey, she was not all about work. Not only was she active in numerous roles in the Union, she was heavily involved in her community. Her dedication to those positions impacted and improved the lives of everyone she was involved with.

In addition to all her official union duties, Bailey also organized the New York Labor Chorus that won high praises wherever they performed. They produced great CDs and traveled throughout the nation and abroad with their songs of struggle.

The Labor Chorus gained international prominence as the official chorus to perform at the United Nations through engagements



Sept. 1, 1939 - Dec. 9, 2023



in Sweden, Wales, Cuba, and across the United States as well as performances with choruses in Japan. This was also a fulfillment of Bailey's love to travel to new destinations and to meet new people. The Labor Chorus' membership grew to more than 100 members representing multiple ethnicities and generations. As a co-founder, Bailey was honored earlier this year for her dedication and decades-long leadership.

After working for 10 years as a Staff Rep, Bailey retired — but not for long.

Cheliotis said Bailey's boundless compassion led her to create a retiree mutual assistance program whereby retirees would call each other to just check up and make sure everyone was doing well since numerous studies show that a key factor in longevity is social interaction. She made it clear that just because members retired from their jobs did not mean that they retired from the Local 1180 family.

She returned to Local 1180 with the same commitment, energy, and enthusiasm she had as a Staff Representative, to help develop the Retiree Division as Acting Director until a permanent, full-time director was hired.

The Retiree Division, which still promotes wellness by keeping retirees active and interacting with the former coworkers and friends, continues Bailey's vision.

"She definitely left a legacy at CWA Local 1180. I will remember her gracefully and lovingly. She truly enjoyed spending time with her 1180 family as an active member and as a retiree," said **Local 1180 President Gloria Middleton**. "She was one of the original 'family' members that we call ourselves. She knew the importance of doing her job well when representing actives and in running the Retiree Division."

Bailey handed off running the Retiree Division to current **Director Suzanne Beatty, LMSW**, who said she is thankful for Bailey's commitment to helping establish the Retiree Division. The staff that Bailey helped hire has continued and expanded on her initiative under Beatty's direction.



"Barbara was a legacy. Everyone knew her and liked her. She was energetic and brought forth a great vision of what the Retiree Division should offer," Beatty said. "She made sure retirees knew that they weren't forgotten after they retired. Her kindness and drive to make sure everyone felt seen and heard are what set her apart."

Long-time Union Staff Member Andre Moore agrees.

"She always was on the go and kept active. She was a New Yorker to the heart. When she left the building, she didn't take a car or Access-a-Ride. She was always looking for her Metro card to tackle the MTA," Moore said.

The impact Barbara Bailey had on so many lives on today and will continue into the future.

"Barbara cared about her fellow workers and retirees; she organized them to fight for their right to live with dignity, justice, and respect. Her legacy is the good deeds she has done. May her memory be eternal," Cheliotis said. ■



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 31, 2023

Meeting called to order at 7 p.m.

Executive Board Members in Attendance:

Officers

Gloria Middleton, President
Gerald Brown, First Vice President
Teasha Foreman, Second Vice President
Robin Blair-Batte, Secretary-Treasurer

Members-At-Large

Amica Benjamin, Ranston Foster, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Recording Secretary Lourdes Acevedo, Member-at-Large Denise Gilliam

PRESIDENT'S REPORT

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

May 2 — Participated in the NYC H+H Accountable Manager meeting.

May 4 to May 8 — Participated in the PHEW Conference, in Atlanta, Georgia.

May 8 — Participated in the Kronos update with NYT/MAB/BUS/SIR unions.

May 9 — Met with Alan Brawer.

May 10 — Chaired the weekly Communications meeting. Later that day chaired the weekly staff meeting. That evening chaired the Bargaining Committee meeting.

May 11 — Chaired the weekly Trustees meeting. Later that day, attended the SLU Scholarship Dinner.

May 12 — Participated in the DSS/HRA/DHS Legacy Awards Ceremony. Later that day, attended the Annual Member Appreciation Reception.

May 16 — Participated in the CWA Resolutions Committee meeting. Later that day participated in a meeting with Mayor Adams regarding FY23 Budget & Municipal Labor. Also, that day, participated in CWA Local 1180 Bargaining Meeting at NYC Office of Labor Relations. Lastly, that evening, participated in the CWA Local 1180 Retired Steward's Celebration.

May 17 — Participated in HRA Safety & Health Committee Meeting; chaired the weekly Communications and staff meetings; and participated in the Bronx Week 2023 Labor Soiree.

May 18 — Participated in the Audubon Call. Participated in the NYC CLC Executive Board—Second Quarterly Meeting. Later that day, chaired the weekly Trustees Meeting. That evening, participated in the NYC CLC Executive Board Elections.

May 19 — Participated in the CWA Local 1180 Retirees Luncheon also the Eleanor's Legacy Luncheon.

May 22 — Chaired the weekly Communications meeting with Marci

Rosenblum. Later that day, participated in the General Membership preparation meeting.

May 23 — Participated in the CWA/BC meeting.

May 24 — Chaired the weekly Communications meeting and General Membership preparation meeting. Later that evening chaired the General Membership meeting.

May 25 — Met with Alan Brawer. Later that day, participated in the Fund Counsel meeting and the Private Sector Rep Meeting.

May 30 — Participated in the Staff Representative interview.

May 31 — Participated in the Elevance Health (Empire BCBS/Municipal Labor Committee (MLC) Executive Meeting. Chaired the weekly Communications and weekly staff meeting. Later that evening, chaired the monthly CWA Local 1180 Executive Board meeting.

President Middleton announced that she was elected Treasurer for the NYC Municipal Labor Council, effective May 15, 2023. This leaves an opening for the Steering Committee on the MLC. The Executive Board unanimously approved Teasha Foreman to be nominated for the position.

President Middleton announced that the next Bargaining Committee meeting will be held on June 14, 2023.

President Middleton announced that a meeting was held with all of the Chairpersons of the Borough Committees and the Advance Group setting the agenda moving forward

President Middleton asked the Staff Representatives for Election Committee Suggestions. The Executive Board discussed possible candidates. Secretary-Treasurer Robin Blair-Batte will contact possible candidates to see if they are willing and able for the task and update the Executive Board on the final Election Committee list.

President Middleton distributed and discussed the status reports dated May 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed that the national debt ceiling needs to be addressed in the upcoming legislative session by June 5, Albany's 2023 Legislative session will end on June 9, and NYC's budget is due by June 30.

He also discussed the meetings, activities, and webinars he attended.

With no further business, a motion was duly made, seconded and carried to accept the Vice President's report.

SECOND VICE PRESIDENT'S REPORT

Interviews have started to fill the Staff Representative position.

With no further business, a motion was duly made, seconded, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for April 2023. She advised that the T.D. checking account has a balance of \$889,362.74 as of C.O.B. May 30, 2023.

Blair-Batte reported the following member activity for April 2023:

New Member Enrollments.....	22
Active Deceased.....	1
New Retirements.....	39
Retired Deceased.....	9
Total Active Members.....	8,418
Total Retired Members.....	6,848

Blair-Batte reported that Student Loan Forgiveness Program representatives will speak at the borough committee meetings upon request.

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

RECORDING SECRETARY'S REPORT

Recording Secretary, Lourdes Acevedo is excused from this meeting.

MEMBERS-AT-LARGE REPORTS

Hazel Worley announced the Civil Rights and Equity Committee/Community Service Committee is moving full speed ahead for the Family and Friends fun day scheduled for Sept, 2, 2023, at Holiday Hills. The festival of cultures will be rescheduled. To date there are only six registrants for the Summer Camp scholarships. The Brooklyn Borough Community meeting was hosted by Brooklyn District Attorney Gonzalez.

Venus Colon-Williams announced the Hispanic Committee will march in the National Puerto Rican Day Parade. Members will not be able to march or enter into the block without a wristband.

Amica Benjamin participated and/or attended in the following activities:

5/2: Bronx BCCC meeting; 5/3: Disability Committee; 5/10: CWA 1180 Women's Committee; 5/11: Civil Service Committee; 5/13: Homeownership Seminar; 5/15: Brooklyn BCCC; 5/16: Retiree Celebration Dinner; 5/19: Queens BCCC; 5/22: NYCERS Pre-Retirement Seminar; 5/20: NAMI Walk; 5/24: General Membership Meeting; 5/31: Executive Board Meeting.

Gregory Smith announced the CWA 1180 Men's Committee meeting is

scheduled for June 13. The guest speaker will be Janet Gerhard from FHE will conduct a presentation on Mental Health Management.

Debra Paylor participated and or attended in the following activities: 5/4-5/8: CWA Public Sector Conference; 5/4: Minority Caucus; 5/10: CWA 1180 Women's Committee; 5/12: CWA 1180 Annual Appreciation for Activist; 5/15: Mark Levine Fund Raiser; 5/16: Retirees Appreciation; 5/17: Manhattan Borough Meeting; 5/18: NYC Central Labor Council meeting: elections held; 5/18: Minority Caucus; 5/22: NYCERS Webinar; 5/23-5/29: CBTU 52nd Annual Convention.

Helen S. Jarrett attended the following: 5/2: Attended the Bronx BCCC monthly meeting; 5/4-5/8: CWA Public Sector Conference in Atlanta; 5/9: Women's Committee; 5/10: Staten Island BCCC monthly meeting; 5/12: Site meeting at HRA Mailer Match & Snap 21 and Activist Appreciation Party; 5/15: Site meeting at FDNY Metrotech; 5/16: Retired Shop Steward Dinner; 5/18: NYCCLC Delegate's election; 5/19: 46th annual retiree luncheon and Queens BCCC monthly meeting; 5/20: Latino Leadership Institute's 7th Annual Women's Electoral Conference; 5/23: Borough Leadership meeting; May's General Membership Meeting at LIU, Brooklyn; NYC Communities for Change honored Assemblywoman Latrice Walker; 5/30: Site Meeting — DEP — Lefrak City and NYCCLC Labor Day Parade first meeting; 5/31: May's Executive Board Meeting.

She also announced that the NYC CLC Annual Labor Day Parade is scheduled for Sept. 9.

Next meeting date of the Executive Board is June 29, 2023

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

Respectfully submitted,

Debra Paylor
Member-At-Large

June 29, 2023

Meeting called to order at 6:42 p.m.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

Amica Benjamin, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon-Williams, Hazel O. Worley

PRESIDENT'S REPORT

President Middleton discussed the CWA Local 1180 collective bargaining is

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

contract. A second bargaining session was held on June 14. The E-Board will be updated accordingly.

President Middleton called the meeting to order at 6:42 p.m.

Minutes of the May 31, 2023, meeting was presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

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

June 1 — President Middleton was honored by the Neighborhood Technical Assistance Clinic (NTAC) for her union leadership and accomplishments.

June 5 — Oversaw CWA Local 1180 Staff Representative interviews.

June 6 — Participated in the DDC Safety & Health 2nd quarter committee meeting.

June 7 — Chaired the weekly communications meeting with Marci Rosenblum, followed by the CWA Local 1180 weekly staff meeting.

June 8 — Participated in the June Selikoff Advisory Board 2nd quarter meeting. That evening, she participated in the 87th Anniversary Workers Defense event.

June 9 — Participated in the Kings County title meeting. Additionally, she continued to oversee the CWA Local 1180 Staff Representative Interviews.

June 12 — She chaired Eleanor's Legacy virtual meeting.

June 13 — Held a meeting with Alan Brawer. That afternoon, participated in the Healthcare Tripartite meeting. Lastly, she participated in Speaker Adrienne Adams' fundraiser.

June 14 — Met with Alan Klinger and Alan Brawer. That afternoon, she chaired the private sector membership card meeting. Later that day, she participated in the CWA Local 1180 second bargaining session with OLR.

June 15 — Participated in the CWA District 1 president's meeting. Later that day, she participated in the CWA National Executive Board meeting.

June 16 — Participated in the Defense Fund Oversight Committee meeting.

June 20 — Continued overseeing the CWA Local 1180 Staff Representative interviews.

June 21 — Participated in the Audubon Campaign meeting. Additionally, she chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

June 26 — Participated in the MLC Steering Committee meeting. In addition, she oversaw the CWA Local 1180 Staff Representative interviews.

June 28 — Participated in the MLC general membership meeting. Additionally, she chaired the weekly

Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

June 29 — She chaired the Weekly Trustee's meeting and the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated June 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the June 27, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed the upcoming New York City Council races.

He announced that he attended the following meetings during the month: staff meeting, trustee's meeting, and NYC CLC political directors.

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

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman advised that the Administrative Manger Appeals hearings continue being scheduled. Additionally, she announced the H+H payroll timesheet submission issue has been resolved.

May 2023

Agency Walk-Throughs.....	1
Conference Calls.....	7
Counseling/Warning Sessions... ..	2
Emails.....	1,506
G.O.15 (NYPD).....	1
Health & Safety Meetings.....	2
Hearing Preparation.....	6
Hearings.....	6
Hiring Pools.....	1
Investigative Hearings & Meetings.....	14
Labor Management Meetings ..	14
OATH.....	4
Off-Site Member Meeting.....	2
Phone Calls.....	414
Shop Steward Mentorship.....	2
Shop Steward Training.....	3
Site Meetings.....	13
Supervisory Conference.....	3

Site Meetings

NYC HRA — FIA Inquiry Unit (5/4/23)
150 Greenwich St., Manhattan

NYC DEP (5/8/23)
55 W. 125th St., 9th Fl., Manhattan

Human Resources Administration
(5/12/23)
95 Evergreen Ave., Brooklyn

HRA/Admin. JOS (5/12/23)
109 E. 16th St., Manhattan

NYC FDNY (5/15/23)
9 MetroTech, Brooklyn

NYC DEP (5/15/23)
250 Livingston St., Brooklyn

DOHMH (5/15/23)
125 Worth St., Manhattan

HRA/MAP (5/18/23)
32-20 Northern Blvd., Long Island City

H+H Henry J. Carter Hospital (5/19/23)
1752 Park Ave., Manhattan

Human Resources Administration
(5/23/23)

404 Pine St., Brooklyn

NYC DEP (5/30/23)
59-17 Junction Blvd., Queens

With no further business, a motion was duly made, seconded, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for May 2023. She advised that the T.D. checking account has a balance of \$862,231.84 as of C.O.B. June 29, 2023.

She reported the following member activity for May 2023:

New Member Enrollments.....	7
Active Deceased.....	0
New Retirements.....	22
Retiree Deceased.....	6
Total Active Members.....	8,448
Total Retired Members.....	6,838

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

RECORDING SECRETARY'S REPORT

Recording Secretary, Lourdes Acevedo continues contributing to the CWA Local 1180 trustee meetings and monthly Executive Board meeting.

MEMBERS-AT-LARGE REPORTS

Hazel O. Worley announced the Civil Rights and Equity Committee/Community Service Committee would like to thank all that participated in collection for the Prom Dress and Young Men's Suit 2023 Drive. The items received were sorted by committee members and donated to the Cinderella/Young Men's Project. CWA Local 1180 will begin accepting the 2023 Summer Camp scholarships applications, which will be online only. Applications will be available until June 23. Lastly, she announced the Family and Friends BBQ Fun Day has been scheduled for Sept. 2 at Holiday Hill in Cheshire, Connecticut. Tickets are on sale between July 17 and Aug. 18, 2023. No tickets will be sold at the park.

Venus Colon-Williams announced the Hispanic Committee marched in the National Puerto Rican Day Parade. The New York League of Puerto Rican/Hispanic Women will host its 15th Anniversary Gala in Aug. 2023. Additionally, the committee commenced

collecting school backpacks through the beginning of September 2023.

Denise Gilliam announced due to time constraints, the Women's Committee will not be hosting the CWA Local 1180 Pink & White Affair this year.

Amica Benjamin attended the following: 6/1: NTAC's Annual Gala; 6/6: Bronx BCCC; 6/11: Puerto Rican Day Parade; 6/12: Brooklyn BCCC; 6/14: Staten Island BCCC with Guest Speaker FBI Special Agent Garrin Greco; 6/15: Student Loan Forgiveness Simplified Webinar; 6/29: Executive Board Meeting. The Disability Committee meeting was canceled for June 2023 due to poor air quality in NYC.

Debra Paylor participated in the following activities: 6/5: PHEW Meeting; 6/6: Bronx Borough Meeting; 6/8: CWA Minority Caucus; 6/12: Brooklyn Borough Meeting; 6/15: Manhattan Borough Meeting; and 6/29: Executive Board Meeting.

Helen S. Jarrett attended the following: 6/1: President Middleton honored in Brooklyn by NTAC; 6/5: Site meeting at FDNY (LIC); 6/5: PHERN Call; 6/9: Site Meeting at Coler Hospital; 6/9-6/11: A.P.R.I. National Convention; 6/14: Insider Union picket line; 6/14: Staten Island BCCC Meeting; 6/15: NYCCLC Labor Day Parade meeting; 6/15: NYCCLC Delegates Meeting; 6/14: CWA Town Hall hearing from the candidates running for president; 6/16: Local 372's 19th Annual Scholarship Awards Dinner Dance; 6/21: A.P.R.I. Meeting; and 6/29: Executive Board Meeting.

Next meeting date of the Executive Board is to be determined.

Motion was duly made, seconded, and carried to adjourn at 8:47 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Sept. 21, 2023

Meeting called to order at 6:08 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
Lourdes Acevedo, Recording Secretary

Members-At-Large

Amica Benjamin, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon-Williams, Hazel O. Worley

PRESIDENT'S REPORT

President Middleton discussed the Local 1180 collective bargaining contract. A second bargaining session was held on June 14. The E-Board will be updated.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Minutes of the June 29, 2023, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

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

July 3 & 5 — Participated in a special CWA District 1 meeting.

July 6-13 — Local 1180 officers and Executive Board members participated in the 2023 CWA Minority Caucus Conference and the 79th CWA National Convention in St. Louis, MO.

July 18 — Met with Winston Benefits, and later that day with DC 37 Executive Director Henry Garrido.

July 19 — Participated in the Tripartite Committee meeting evaluating health care options for active members; chaired the Local 1180 weekly staff meeting; met with Mayor Adams to discuss Local 1180 bargaining.

July 20 — Oversaw the CWA Local 1180 plan review with Dan Limmer; participated in the CWA National Executive Board meeting.

July 21 — Participated in a follow-up Tripartite Committee meeting.

July 25 — Reviewed the Draft DOE contract; participated in the SAG-AFTRA rally and picket line.

July 26 — Chaired the 2nd Quarter CWA Local 1180 Board of Trustees meeting.

July 27 — Chaired the CWA Local 1180 costing meeting with Allen Brawer.

July 28 — Participated in the CWA Local 1180 costing meeting with OLR.

July 31 — Chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting.

Aug. 1 — Participated in a follow-up Tripartite Committee meeting. Later that day, she participated in the 2022 WV Prevention Program Annual Review of Elmhurst Hospital, Bellevue Hospital, and Central Office.

Aug. 2 — Chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting.

Aug. 3 — Participated in a follow-up Audubon Campaign call; chaired the Weekly Trustee's meeting.

Aug. 5 — Participated in the Celebration of Life Service for beloved CWA Local 1180 retiree Carolyn Parker.

Aug. 8 — Participated in the 2022 WV Prevention Program Annual Review with Seaview and Queens hospitals.

Aug. 9 — Participated in the health care meeting; chaired the CWA Local 1180 weekly staff meeting.

Aug. 10 — Participated in the 2022 WV Prevention Program Annual Review of Metropolitan Hospital, CHS, and NCB; participated in the CWA Board meeting.

Aug. 14 — Participated in the CWA Local 1180 bargaining session.

Aug. 15 — Participated in the Municipal Labor Committee meeting.

Aug. 16 — Chaired the weekly Communications meeting with Marci Rosenblum; conducted a teleconference with Denis Duffy, CWA Local 1180 legal counsel.

Aug. 17 — Participated in the collective bargaining agreement meeting with Alan Klinger; participated in a follow-up Audubon campaign call; participated in the NYC Council Intro Bill 1099; participated in the CWA National Executive Board meeting.

Aug. 22 — Participated in a follow-up Tripartite Healthcare Committee meeting and the CWA Executive Diversity and Equity Committee meeting.

Aug. 30 — Participated in a follow-up Tripartite Healthcare Committee meeting.

Aug. 31 — Participated in the Audubon campaign call.

Sept. 2 — Participated in the CWA Local 1180 Family and Friends BBQ Fun Day.

Sept. 5 — Participated in CWA 1180 dues meeting with Gould, Kobrick & Schlapp.

Sept. 6 — Participated in the MLC Labor Day Parade kick-off breakfast; participated in the Tripartite Healthcare meeting; chaired the CWA Local 1180 weekly staff meeting.

Sept. 7 — Participated in the Labor Press Public Service Awards.

Sept. 9 — Marched in the 2023 AFL-CIO NYC Central Council Labor Day Parade.

Sept. 12 — Participated in the 3rd quarter DDC Safety & Health Committee meeting; held the CWA Local 1180 bargaining discussion.

Sept. 13 — Chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting; chaired the CWA 1180 bargaining session costing update. The Executive Board unanimously motioned, seconded, and carried allowing President Middleton to settle the PAA et al Memorandum of Agreement between the Union and OLR at the next bargaining session.

Sept. 14 — Participated in the Audubon campaign call; participated in the 3rd quarter Selikoff Advisory Board meeting; participated in the CWA Local 1180 PAA et al contract bargaining session where a tentative contract agreement was reached with OLR.

Sept. 17 — Participated in the 54th Annual African American Day Parade.

Sept. 18 — Participated in the MLC Steering Committee meeting; participated in Eleanor's Legacy Board meeting.

Sept. 19 — Participated in the CWA 1180 General Membership meeting prep. Later that day, confirmation was received

that Local 1180 H+H Assistant Directors will receive their base salary increases in the Sept. 29 paychecks. Retro payments will be in the Oct. 13 paychecks.

Sept. 20 — Participated in the MLC membership meeting and the HRA Safety & Health Committee meeting; chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting; chaired the CWA Local 1180 General Membership meeting.

Sept. 21 — Participated in the CWA 1180 new member orientation prep; participated in the CWA National Executive Board meeting; chaired the Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated Sept. 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the Sept. 21, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed the New York City Council general election for November.

He attended the following meetings during the month: staff meeting, trustee's meeting, and NYC CLC political directors meeting.

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

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Brown announced the Staff Reps Monthly Activity Report for September 2023:

Agency Walk-Throughs.....	2
Conference Calls.....	8
Counseling/Warning Sessions... ..	1
EEO Investigation/Interview.....	13
Emails.....	1,520
Health & Safety Meetings.....	7
Hearing Preparation.....	9
Hearings.....	2
Investigative Hearings & Meetings.....	11
Labor Management Meetings ..	4
Off-Site Member Meeting.....	3
OSI Interview (DOE).....	68
Phone Calls.....	536
Shop Steward Mentorship.....	1
Shop Steward Training.....	2
Site Meetings.....	14
Supervisory Conference.....	3
Walk-Ins.....	1

Site Meetings

Parks (9/15/23)
1 Randall's Island, Manhattan

HRA/GSS (9/21/23)
375 Pearl St., Manhattan

NYPD (9/29/23)
31-22 College Point Blvd., Queens

HRA/SNAP 40/42 (9/11/23)
2500 Halsey St., Bronx

DSS/IREA (9/14/23)
375 Pearl St., Manhattan

H+H Metropolitan Hospital (9/25/23)
1901 1st Ave., Manhattan

OATH (9/5/23)
9 Bond St., Brooklyn

HRA/MAP (9/15/23)
165-08 88th Ave., Queens

OATH (9/19/23)
66 John St., Manhattan

DOE (9/8/23)
388 W 125 St., Manhattan

DOE (9/14/23)
44-38 Vernon Blvd., Long Island City

NYCHA (LIC) (9/1/23)
24-02 94th Ave., Queens

DEP (Lefrak City) (9/8/23)
59-17 Junction Blvd., Queens

NYCHA (9/18/23)
90 Church St., Manhattan

Aug. 22 — Chaired the postcard campaign action meeting at 6 Harrison St. to complete an action request made on behalf of the National Human Rights Committee in conjunction with the 60th anniversary of the March on Washington. Members filled out 700+ postcards to be sent to members of Congress in support of the PRO Act, John Lewis Voting Rights Advancement Act, and the Fight for \$15.

Aug. 25 — Attended a NYPD Shop Steward Meeting at PSAC II 350 Marconi St., Bronx, in preparation for our 911 Compressed Pilot meeting.

Aug. 26 — Attended the 60th Anniversary March on Washington.

Aug. 28 — Attended 911 Compressed Pilot Meeting in conjunction with DC 37 for NYPD employees.

Sept. 2 — Participated in CWA Local 1180 Family & Friends BBQ Fun Day.

Sept. 4 — Participated in National Human Rights Committee meeting where she is the PHEW representative.

Sept. 9 — Participated in the 2023 NYC Central Labor Council Labor Day Parade.

Sept. 13 — Participated in the CWA 1180 bargaining session costing out the contract update meeting.

Sept. 14 — Attended the third quarter Selikoff Centers Advisory Board Meeting and the CWA Local 1180 PAA et al contract bargaining session. We have reached a tentative agreement on the contract.

Sept. 17 — Participated in the 54th Annual African American Day Parade.

Sept. 18 — Attended NYCHA 90 Church St. Site Meeting.

Sept. 20 — Participated in the Comptroller's Office Employee Recognition Ceremony and spoke with

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

members who were honored for years of dedicated service. Later that evening, she participated in the virtual general membership meeting.

Sept. 21 — Participated in the CWA 1180 Executive Board meeting.

With no further business, a motion was duly made, seconded, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for June, July, and August 2023. She advised that the T.D. checking account has a balance of \$908,066.55 as of C.O.B. Sept. 21, 2023.

Blair-Batte reported the following member activity:

June 2023

New Member Enrollments..... 18
Active Deceased..... 0
New Retirements..... 37
Retiree Deceased..... 13
Total Active Members..... 8,459
Total Retired Members..... 6,848

July 2023

New Member Enrollments..... 34
Active Deceased..... 3
New Retirements..... 32
Retiree Deceased..... 8
Total Active Members..... 8,419
Total Retired Members..... 6,861

August 2023

New Member Enrollments..... 16
Active Deceased..... 2
New Retirements..... 20
Retiree Deceased..... 8
Total Active Members..... 8,434
Total Retired Members..... 6,842

She reported the CWA 1180 PAA et. al. contract ratification ballots will be mailed out on 10/10/23 and are due back by 10/31/2023. Once the contract is ratified, the city will be notified and payouts will be made 45-60 days where practicable.

The Secretary-Treasurer reported the benefits department is conducting interviews for Manager of Operations, two Benefits Representatives, and an Outreach Specialist.

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

RECORDING SECRETARY'S REPORT

Recording Secretary Lourdes Acevedo participated in the CWA Local 1180 PAA et. al. Collective Bargaining Committee meeting and continues contributing to the CWA Local 1180 Trustee meetings and Executive Board Meeting.

MEMBERS-AT-LARGE REPORTS

Hazel Worley announced the Civil Rights and Equity Committee/Community Service Committee participated in the March in Washington on Aug. 26. She announced the Family and Friends BBQ

Fun Day at Holiday Hill in Cheshire, Connecticut was a huge success. The committee discussed the future in focus, educating the next generation of union leaders. She reported 100 summer camp scholarships were awarded. The committee is also looking to go back to the African American History Museum on Aug. 27, 2024. Ticket information will be available after December 2023.

Venus Colon-Williams announced the Hispanic Committee collected school backpacks and supplies through the beginning of September 2023 that were donated to New Elementary School in Brooklyn.

Denise Gilliam announced CWA Local 1180 will participate in the Making Strides Against Breast Cancer Walk on Sunday, Oct. 15, 2023. Also, the Women's Committee has been discussing which organizations they will choose to present the donated items to from the upcoming winter drives.

Ranston Foster reported that H+H members are very happy they will receive their retro paychecks.

Amica Benjamin attended the following: 7/6-7/13: St. Louis Convention; 7/16: Disability Unite Festival (virtual); 7/23: CLUW Meeting; 7/31: PHEW call; 8/5 and 8/12: Race & Labor Workshop; 8/22: John Lewis Fight for \$15 postcard signing at the Local; 8/26: March on Washington meeting; 8/26: March on Washington; 8/28: PHEW call; 9/2: Friends and Family BBQ; 9/5: Bronx BCCC meeting; 9/6: Committee on People with Disabilities meeting; Sept. 9/9: NYC CLC Labor Day Parade; 9/11: Brooklyn BCCC meeting; 9/13: CWA 1180 Collective Bargaining Committee meeting; 9/14: UAW Nationwide Community call; 9/14: Women's Committee meeting; 9/15: Queens Borough Coordinating Committee meeting; 9/17: African American Day Parade; 9/19: Civil Rights & Equity Committee meeting; 9/20: CWA 1180 General Membership meeting; 9/21: CWA 1180 Executive Board Meeting.

Debra Paylor participated in the following: 9/2: 1180 Friends & Family Fun Day; 9/9: NYC CLC Labor Day Parade; 9/13: Bargaining Committee meeting; 9/14: Women's Committee meeting; 9/14: Election Committee meeting; 9/17: African American Day Parade; 9/19: Manhattan BCCC meeting; 9/20: General Membership meeting; and 9/21: Executive Board Meeting.

Helen S. Jarrett attended the following: 7/6-7/13: 79th Annual CWA National Convention; 7/26: PHEW Working Group; 7/27: July Executive Board meeting; 7/28: Site Meeting at H+H East New York; 7/31: PHERN monthly call; 8/4: Site meeting at the Department of Correction; 8/8-8/13: National A. Philip Randolph Institute; 8/10: CWA District 1's Labor Day Parade meeting; 8/22: Post Card Writing for the Continuation March on Washington; 8/26: Continuation

March on Washington; 8/29: LPAT/ Political Action Fund Kick-Off; 8/31: Asylum Seekers Rally at Foley Square; 9/1: Brazilian Workers at BNYC Mellon Bank; 9/2: Family BBQ; 9/5: NYCCLC Labor Day Parade Meeting; 9/5: Bronx BCCC Meeting; 9/6: District 1 Labor Day Parade meeting; 9/9: NYCCLC's We Organize, We Rise, 2023 Labor Day Parade; 9/11: Brooklyn BCCC meeting; 9/12: Women's Committee; 9/17: African American Day Parade; 9/18: Site Meeting at New York City Housing Authority (NYCHA); 9/19: Civil Rights & Equity; 9/19: September General Membership meeting; 9/21: Executive Board meeting.

Next meeting date of the Executive Board is Oct. 26, 2023.

Motion was duly made, seconded, and carried to adjourn at 8:07 P.M.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Oct. 26, 2023

Meeting called to order at 6:07 p.m.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

Amica Benjamin, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Hazel O. Worley

Absent

Venus Colon-Williams

PRESIDENT'S REPORT

Minutes of the Sept. 21, 2023, meeting was presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

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

Sept. 25 — Participated in the CWA Local 1180 New Member Orientation Prep.

Sept. 26 — Participated in the CWA Local 1180 new member orientation.

Sept. 27 — Participated in the United Farm Workers NY Solidarity Reception.

Sept. 28 — Participated in the Audubon campaign call; participated in the 2022 Benefits Financials Audit Presentation.

Sept. 29 — Participated in the New York City Central Labor Council Resolutions Committee meeting; participated in the QWL's Employee Recognition Event Celebrating ACS Staff with 25 Years of Service 2019-2022.

Oct. 2 — Oct. 4 Participated in the CLC Executive Board Conference.

Oct. 5 — Participated in the Administrative Job Opportunity Specialist meeting; chaired the CWA 1180 weekly trustees meeting.

Oct. 7 — Participated in the Staff Reps Public Speaking Training Day 1 with Instructor Laurie Kellogg.

Oct. 11 — Participated in the Triangle Shirtwaist Factory Fire dedication ceremony; chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting.

Oct. 12 — Participated in a follow-up Tripartite Committee meeting; participated in the Audubon Campaign call.

Oct. 15 — Participated in the 2023 Making Strides Against Breast Cancer walk.

Oct. 16 — Participated in the CWA Local 1180 general membership meeting prep; participated in the New York State AFL-CIO Cornell Union Leadership Institute discussion; participated in a reception in support of New York State Attorney General Letitia "Tish" James.

Oct. 17 — Participated in NYS Senator Carl Heastie's birthday celebration.

Oct. 18 — Participated in the CWA Public Speaking Class Day 2; chaired the weekly Communications meeting with Marci Rosenblum; chaired the CWA Local 1180 weekly staff meeting; chaired in the Local 1180 general membership meeting.

Oct. 19 — Participated in ALE Rally at City Hall Park and the CWA National Executive Board meeting.

Oct. 21 — Participated in the New Shop Steward Training Part 1.

Oct. 22 — Honored by the Catholic Charities 100+ Years at the Lt. Joseph P. Kennedy Jr. Memorial Community Center in the Hall of Fame in Harlem.

Oct. 24 — Chaired the CWA Local 1180 3rd Quarter Board of Trustee's meeting.

Oct. 25 — Chaired the weekly Communications meeting with Marci Rosenblum and the Local 1180 weekly staff meeting.

Oct. 26 — Participated in the Audubon campaign call; chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated Oct. 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the Oct. 26, 2023, monthly project updates memorandum from Marci Rosenblum, CWA Local 1180 Communications Director.

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

Continued on next page

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed the upcoming NYC Council races.

He attended the following meetings during the month: staff meeting, trustee's meeting, and Executive Board meeting. Additionally, on 10/19 he participated in the CWA District 1 Political Summit, themed CWA Across Country, Hope in Keeping the White House.

A discussion was held regarding candidates for District Attorney and New York City Council endorsements for the upcoming November 2023 General Election.

A motion was duly made, seconded, and carried to endorse candidate Melinda Katz for Queens District Attorney and candidate Darcel Clarke for Bronx District Attorney in the November 2023 General Election.

The following four endorsements were for the New York City Council:

- 10 CD (Man), Carmen Del La Rosa
- 27 CD (Queens), Natasha Williams
- 28 CD (Queens), Speaker, Adrienne E. Adams
- 31 (Queens), Selvena Brooks Powers

There were no endorsements on the proposals.

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

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported the following:

Sept. 22 — Participated in Administrative Manager Appeals update meeting. Admin Manager appeal hearings continue to be scheduled. Dates go from October 2023 to February 2024.

Sept. 25 — Attended H+H Metropolitan site meeting; attended National Civil Rights & Equity Committee Meeting where she is the PHEW Representative.

Sept. 26 — Participated in new member orientation.

Sept. 27 — Attended DEP's Annual Employee Recognition Day Ceremony where more than 100 Local 1180 members were honored for their dedicated years of service; attended the United Farm Workers New York Solidarity Reception & Dinner honoring DC 37 Executive Director Henry Garrido and New York Senator Jessica Ramos.

Sept. 28 — Participated in the CWA 1180 Trustees 2022 Benefits Financial Audit presentation.

Sept. 29 — Attended ACS QWL's 21st Employee Recognition Virtual Event celebrating ACS staff with 25 Years of City Service (2019, 2020, 2021 & 2022)

Oct. 1 - 4 — Attended NYC CLC Executive Board Conference in Cutchogue, NY

Oct. 5 — Attended Administrative JOS site meeting (HRA) at 109 E. 16th St.

Oct. 6 — Attended Jacobi Medical Center Site Meeting at 1400 Pelham Pkwy. in the Bronx.

Oct. 7 — Participated in the Staff Reps Public Speaking Training Day 1 with Instructor Laurie Kellogg.

Oct. 10 — Attended HRA Site Meeting 505 Clermont, Brooklyn, NY to address bed beg concerns.

Oct. 11 — Attended the dedication of the Triangle Shirtwaist Fire Memorial in Manhattan; gave a union presentation at NYPD's Advancement of Civilian Employees Society (ACES) meeting with Shop Steward Carol Griffith.

Oct. 15 — Participated in the Women's Committee Making Strides Against Breast Cancer Walk in Central Park.

Oct. 17 — Participated in Future in Focus sponsored by the UFT and NYCCLC; attended the HRA 4 WTC Center site meeting and NYS Assembly Speaker Carl Heastie's birthday celebration.

Oct. 18 — Participated in DCAS QWL Ceremony at 1 Centre St. and the virtual monthly membership meeting.

Oct. 19 — Participated in ALE Rally at City Hall Park and attended the virtual AFL-CIO New York City Central Labor Council Delegates meeting.

Oct. 24 — Attended CWA 1180 Trustees meeting.

Oct. 26 — Attended CWA 1180 Executive Board meeting.

The H+H Harp Assessors stipulation is done, setting up a meeting to get it signed.

With no further business, a motion was duly made, seconded, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for September 2023. She advised that the T.D. checking account has a balance of \$926,101.17 as of C.O.B. Oct. 26, 2023.

She reported the following member activity for September 2023:

New Member Enrollments.....	9
Active Deceased.....	2
New Retirements.....	32
Retiree Deceased.....	5
Total Active Members.....	8,463
Total Retired Members.....	6,864

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

CWA 1180 Election Results

President	
Gloria Middleton.....	1,608
Quinella Williams.....	253

First Vice President

Gerald Brown.....	1,788
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Second Vice President

Natasha Bartley.....	574
Teesha Foreman.....	1,258

Secretary-Treasurer

Robin Blair-Batte.....	1,801
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Recording Secretary

Debra Paylor.....	1,803
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Members-at-Large

Amica Benjamin.....	1,544
Deborah Busacco.....	1,552
Ranston Foster.....	1,484
Carol Griffith.....	1,550
Helen S. Jarrett.....	1,542
George Johnson.....	1,516
Rosario Roman.....	1,560
Gregory Smith.....	1,544
Dennis Vargas.....	1,546

RECORDING SECRETARY'S REPORT

Recording Secretary Lourdes Acevedo contributed to the CWA Local 1180 Trustee meetings and Executive Board meeting; participated in the CWA 1180 new member orientation.

MEMBERS-AT-LARGE REPORTS

Hazel Worley announced the Civil Rights and Equity Committee/Community Service Family and Friends BBQ Fun Day was a success.

Denise Gilliam announced CWA Local 1180 participated in the Making Strides Against Breast Cancer Walk on Sunday, Oct. 15, 2023.

Ranston Foster voiced concern about Marianne Pizzitola's (NYC Org. of Public Service Retirees) inappropriate altercation against President Gloria Middleton. Thanks to 1180 members present, President Middleton was protected. Additionally, he reported Metropolitan is offering positions to non-union members 60-65. There is a Memorandum of Understanding in place and some members are being changed without permission.

Amica Benjamin attended the following: 9/26: New member orientation; 9/27: Call with Anthony D'Esposito, Congressman NY's 4th Congressional District; 10/3: Bronx BCCC; 10/3: CLUW Emergency Meeting; 10/10: Women's Committee Meeting; 10/11: Committee on People with Disabilities: (outreach meeting for Disability Pride Parade NYC; 10/15: Women's Committee Breast Cancer Walk; 10/17: Manhattan BCCC; 10/17: CLUW Meeting; 10/18: General Membership Meeting; 10/20: Queens BCCC; 10/21: New Shop Steward Training; 10/23: Brooklyn BCCC meeting with Guest Speaker Kim Council, Brooklyn Borough President; 10/24: Mental Health 1st Aid Training discussion; 10/24: Reception for Queens DA Melissa Katz; and 10/26: CWA 1180 Executive Board Meeting.

Rosario Roman recommended that it would be helpful for Committee Chairs/Co-Chairs to attend CWA 1180 public speaking course.

Debra Paylor attended the following: 9/26: New member orientation; 10/3: Bronx BCCC; 10/10: Women's Committee; 10/11: Staten Island BCCC; 10/15: Breast Cancer Walk; 10/17: Virtual Site Meeting at Gotham Health/Morrisania; 10/17: Manhattan BCCC; 10/17: CLUW Meeting; 10/18: General Membership Meeting; 10/22: Harlem Hall of Fame honoring President Gloria Middleton; 10/24: Melinda Katz DA Fundraiser; 10/26: Executive Board Meeting.

Helen S. Jarrett attended the following: 9/26: New Member Orientation; 10/7: Public Speaking with Laurie Kellogg; 10/10: Women's Committee; 10/11: Triangle Shirtwaist Factory Memorial and Staten Island BCCC; 10/15: Women's Committee Breast Cancer Walk; 10/17: Civil Rights & Equity; 10/18: General Membership meeting; 10/19: Association of Legislative Employees Picket & Rally; 10/20: Queens BCCC in-person meeting; 10/22: Harlem's Hall of Fame honoring President Middleton; 10/24: Queens District Attorney Melinda Katz Fundraiser; and 10/26: Executive Board Meeting.

Next meeting date of the Executive Board is Nov. 28, 2023.

Motion was duly made, seconded, and carried to adjourn at 8:22 p.m.

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■



Union Works with City to Kick Off Telework Program

Local 1180 is working with various agencies participating in the pilot telework program. Many have already submitted their policies and list of eligible members to the Mayor's Office of Labor Relations (OLR), which is the starting point. Once OLR provides approval, that information is then sent to Local 1180 for review.

Local 1180 needs to make sure all members eligible for the program are on the submitted telework list. At that point, after a discussion with the agency, the Union approves the agency's list. At that time, the agency involved will provide a start date for remote work. Each agency determines the work-from-home days based on their needs. Local 1180 does not determine which agencies opt into the program.

President Gloria Middleton said it's important to note that all agencies are not participating in the pilot telework program and not all members at

agencies that are participating will be eligible for the program.

"Some jobs do not allow for this type of arrangement and some agencies like NYCHA are not participating in the program," she said. "Wherever we can, we are working to make sure that as many of our members as possible can take advantage of teleworking as we know this is a tremendous benefit and will improve your quality of life."

H+H is drafting a policy and has not started remote work yet, even for DC 37. We will follow DC 37 immediately after their agreement with H+H is finalized.

The most updated information regarding the Telework Program can always be found on our website at www.cwa1180.org. ■

Approved Telework by OLR	Staff Rep.	Implementation
Administration for Children Services	Denise Duncan-Bartholomew	1/8/24
City Commission on Human Rights	Denise Duncan-Bartholomew	TBD
Civilian Complaint Review Board	Desiree Waters	12/12/23
Dept. for the Aging	Romano Jones	1/22/24
Dept. of Buildings	Shakima Ivory	12/18/23
Dept. of Citywide Administrative Services (DCAS)	Denise Duncan-Bartholomew	11/27/23
Dept. of Consumer & Worker Protection	Desiree Waters	11/20/23
Dept. of Design & Construction	Gregory Smith	12/4/23
DOE (school-based staff excluded)	Desiree Waters	1/8/24
Dept. of Environmental Protection	Shakima Ivory	12/15/23
Dept. of Finance	Desiree Waters	TBD
Dept. of Health & Mental Hygiene	Denise Duncan-Bartholomew	12/8/23
Dept. of Investigation	Denise Duncan-Bartholomew	11/27/23
Department of Records & Information Services (DORIS)	Shakima Ivory	1/16/24
Department of Transportation	Denise Duncan-Bartholomew	12/22/23
Dept. of Veterans Services	Denise Duncan-Bartholomew	12/4/23
Dept. of Youth & Community Dev.	Denise Duncan-Bartholomew	12/4/23
Housing Preservation & Development	Desiree Waters	1/8/24
Law Department	Shakima Ivory	1/22/24
NYC Department of Parks & Recreation	Romano Jones	1/1/24
Office of Administrative Tax Appeals	Desiree Waters	12/4/23
Office of Technology & Innovation	Denise Duncan-Bartholomew	1/15/23
Small Business Services	Desiree Waters	12/1/23
Taxi & Limousine Commission	Gregory Smith	1/5/24

CONGRATULATIONS & CONDOLENCES

Civil Rights & Equity/Community Service Committee

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

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Hispanic Committee

Rosario Roman, Chair
rroman@cwa1180.org
Meeting: 2nd Thursday of each month

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Men's Committee

Gregory Smith, Chair
gsmith@cwa1180.org

Organizing Committee

TBD, Chair

People with Disabilities Committee

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

Pride Committee

Vera Jordan, Chair
vjordan@health.nyc.gov

Women's Committee

Debra Busacco, Chair
dbusacco@cwa1180.org
Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Zenola Fields, Chair
1mszfields@gmail.com

Brooklyn BCCC

Ingrid Brown-Lewis, Chair
ingrideb.lewis66@gmail.com

Manhattan BCCC

Veronica Windley, Chair
rondiggy@hotmail.com

Queens BCCC

Elaine Blair, Chair
eilblair5@gmail.com

Staten Island BCCC

Dolores Andino, Chair
doloresmandino@gmail.com

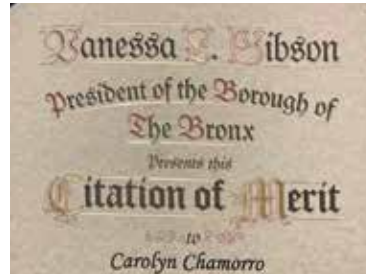
MOST meetings start at 6 p.m. and are held virtually unless otherwise announced. Please check the Local 1180 website homepage at www.cwa1180.org

For information on upcoming webinars, please check the weekly emails blasts from Local 1180 or visit the Union's website homepage at www.cwa1180.org

Condolences to Earlene Powell (Admin Manager, DOT) on the passing of her brother Terrence Mayes.

Condolences to Yasmin Alleyne (PAA 1, FISA-OPA) on the passing of her father, Jameel Jumarally, on June 12, 2023.

Condolences to Magda Claudio (PAA 1, FISA-OPA) on the passing of her brother Christopher Villanueva on July 24, 2023.



Congratulations to Carolyn Chamorro (Coordinating Manager, Harlem Hospital) on receiving a Citation of Merit on Aug. 8 from Bronx Borough President Vanessa L. Gibson. Chamorro was honored for her commitment and dedication to the Bronx. "I commend you for your thriving ambition and hard work over the years," read the certificate.

Congratulations to Leslie Fine (Local 1180 Organizer) on her promotion to Lead Organizer for CWA District 1. Leslie has been instrumental in growing Local 1180's representation in the private sector from 10 shops to now 18, and growing. "Her skills in organizing and getting employees in private sector shops to understand the significance of joining a union are second to none," said **Local 1180 President Gloria Middleton**. Fine said the Local 1180 team helped make her six years at the union an "incredible experience of working together to build the world we want through a working-class movement. Thank you all for bringing me into the warmth and deep sense of community that lives across 1180. I'm forever shaped by the experience of working with our incredible leaders and staff."



Congratulations to President Gloria Middleton on her induction into the Harlem Hall of Fame, the Harlem community's most prestigious award, on Oct. 22 at the Lt. Joseph P. Kennedy Center at 34 W. 134th St.

"In recognition of your outstanding achievements as a labor leader representing the collective voice of thousands of workers to the benefit of their families, our community, and New York City," read Middleton's award in part.

Congratulations to **Donet Irving-Pryce** (PAA, DCAS) on receiving the Mayor's Office of Operations Excellence in Customer Services Award. Nominated by her colleagues, Irving-Pryce (pictured center) provides exemplary customer service for the candidates at the exam testing center site. In left photo, she is with Dawn M. Pinnock, DCAS Commissioner. ■



IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Edith Austin	Dept. of Social Services	9/30/2023
Claudette Banon	Department of Education	9/25/2023
Diana Beloten	Queens District Attorney	10/24/2023
Carl Campesi	Department of Education	9/16/2023
Sheila Canty	Dept. of Social Services	6/1/2023
Orlando Carrasquillo	Dept. of Social Services	9/18/2023
Diane Christian	Admin. for Children Services (ACS)	7/2/2023
Elizabeth Dimla	Elmhurst Hospital Center	10/25/2023
Beatrice Dinhofer	Dept. of Social Services	6/15/2023
Lenora Drake Sheares	Police Department	11/11/2023
Gwendolyn Faison	NYC Transit Authority	7/18/2023
Delilah Felton	Police Department	7/25/2023
Audrey Footmon	NYC Housing Authority (NYCHA)	6/12/2023
Brandie Fox	Finance Administration	10/24/2023
Docia Foy	Department of Education	8/21/2023
Annie Glover	Dept. of Homeless Services	11/27/2023
Marietta Greco	NYC Taxi & Limousine Commission	9/27/2023
Solangel Griffith	Gouverneur Health Care	9/19/2023
Yvette Grosvenor	Dept. of Social Services	6/11/2023
Zhanna Gurevich	Dept. of Social Services	11/30/2023
Aurora Gutierrez	Coney Island Hospital	10/8/2023
Owen Hamilton	Dept. of Social Services	6/18/2023
Donald Harmande	Finance Administration	10/2/2023
Harvey Hyman	Dept. of Environmental Protection (DEP)	12/24/2023
Lillian Liss	Department of Education	7/1/2023
Eileen Lyons	Police Department	6/20/2023
Elizabeth Masterson	NYC Housing Authority (NYCHA)	11/2/2023
Joanne Matheson	Dept. of Social Services	7/27/2023
John Mc Bride	Admin. for Children Services (ACS)	6/12/2023
Elizabeth McNeil	Department of Education	8/2/2023
Ceceil Mildworm	Department of Education	11/16/2023
Ruth Miller	Dept. of Social Services	8/22/2023
Rita Miller	Bellevue Hospital	10/8/2023
Jack Moshel	Teachers Retirement System	6/12/2023
Nettie Price	Health+Hospital Corp.	10/5/2023
Iris Rozansky	NYC Housing Authority (NYCHA)	8/12/2023
Ada Seckofsky	Health+Hospital Corp.	12/22/2023
Gloria Silver	Department of Transportation	9/5/2023
Mary Smith	Dept. of Health & Mental Hygiene	8/6/2023
Paula Souleotis	Fire Department	10/2/2023
Rena Spearman	Dept. of Social Services	12/3/2023
Lillian Vega	Lincoln Medical & Mental Health Center	7/25/2023
Angelica Vega	DOITT	10/21/2023
Clyde Walcott	Department Of Transportation	7/24/2023
Edith Walker	Law Department	7/2/2023
Novella Walker	Lincoln Medical & Mental Health Center	8/19/2023
Gloria Warren	Dept. of Social Services	11/30/2023
Regina Welch	Police Department	10/7/2023
Patricia Wells	Dept. of Social Services	8/28/2023
Doris Wheeler	Dept. of Social Services	7/2/2023
Arlene White	Coney Island Hospital	7/22/2023
Jeanette Wolfe	Office of Probation	7/21/2023
Toni Wright	DCAS	8/2/2023

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Union
Member

Lazaro Perez WINS Joe Beirne Academic Scholarship

Career advancement has always been part of Coordinating Manager Lazaro Perez's plan, so when he found out he was entitled to apply for the CWA Joe Beirne Scholarship, he jumped at the chance.

Perez currently works at Bellevue Hospital in workplace computing, a job he started in 2004. Thanks to winning the CWA Joe Beirne Academic Scholarship, he will be returning to school online at Western Governor's University in February 2024, majoring in cyber security.

"I was drawn to cyber security because I have a passion for solving complex problems and a deep interest in doing what's right and protecting digital systems from potential threats, especially in this day and age where there is so much crime and so many scams. Being a victim of it myself, I want to help as much as possible to prevent it from happening to others."

Perez said he found out about the scholarship when he visited the union's website to see if academic assistance was available.

"While navigating the site, I stumbled upon the scholarship information and saw it as a valuable opportunity. These scholarships are more than just financial support. They are lifelines that shape the future and invest in the limitless potential of individuals."

Despite being unable to be more involved in Local 1180 due to juggling two jobs, Perez said he wholeheartedly advocates for and supports his union.

"They have been instrumental in securing pay increases for me over the years and providing critical benefits and services for myself and my children," Perez said. "My advice to fellow members is to actively seek out scholarship opportunities because they are out there! Stay updated on industry trends, self-educate, continue education if possible, and leverage networking events to advance your careers."

He thanks the Joe Beirne Foundation for "being a catalyst for change."

The CWA Joe Beirne Scholarship Program will award 16 partial college scholarships of \$4,000 each for two years for the 2024-2025 academic year. CWA members, their spouses, children, and grandchildren are eligible for the scholarships, including the dependents of retired, laid-off, or deceased members.

Applications are available at cwa.org/beirne-application. The deadline to apply is April 30, 2024. ■

The Beirne scholarship program is made possible by funding from CWA locals. Scan the code to read more about the program.

