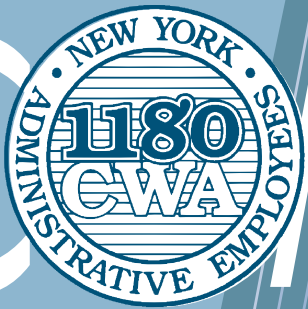


COMMUNIQUE



Education IN New York City

the Journey to
JUSTICE

MEMBERS IN ACTION

CWA
Training
Program



1976-2015 JOURNEY FOR JUSTICE TIMELINE



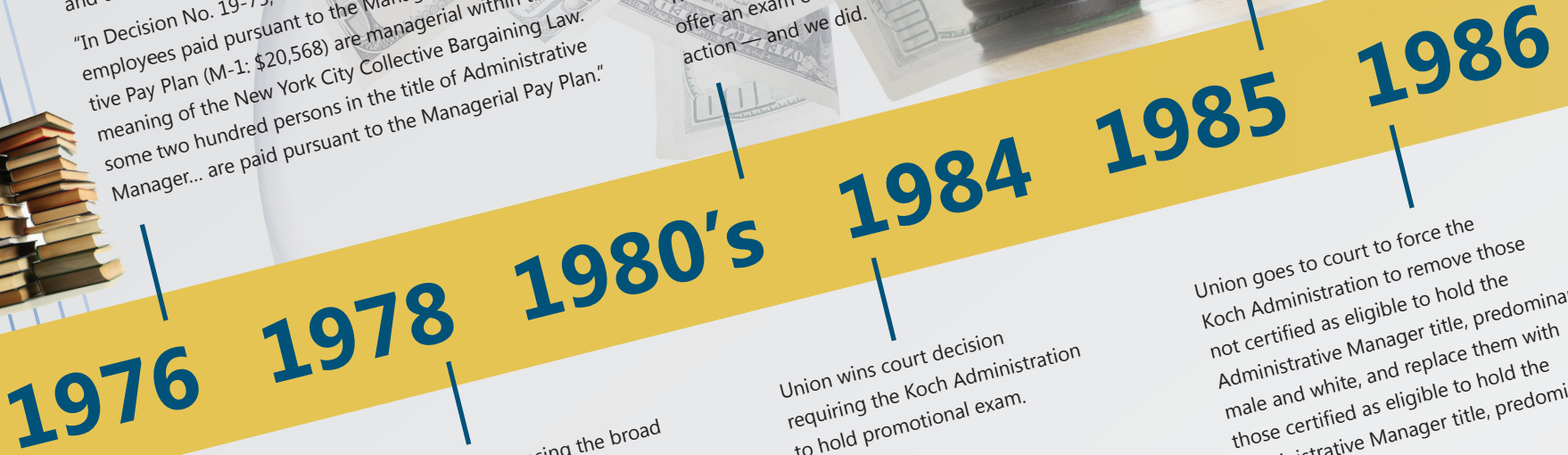
Administrative Managers Fight to Join the Union.

City's Labor Board rules in Decision No. 26-76 that while some do not perform Implemented policy and did not make policy or hire or fire staff yet, "the Board will adhere to its policy of not breaking up a title." Therefore, Administrative Managers were ineligible for collective bargaining and union representation.

"In Decision No. 19-75, the Board clearly found that all employees paid pursuant to the Managerial and Executive Pay Plan (M-1: \$20,568) are managerial within the meaning of the New York City Collective Bargaining Law. Some two hundred persons in the title of Administrative Manager... are paid pursuant to the Managerial Pay Plan."

The Koch Administration moves slowly to offer exam for promotion to the Administrative Manager title. The Union demands that the City offer an exam or we will file court action — and we did.

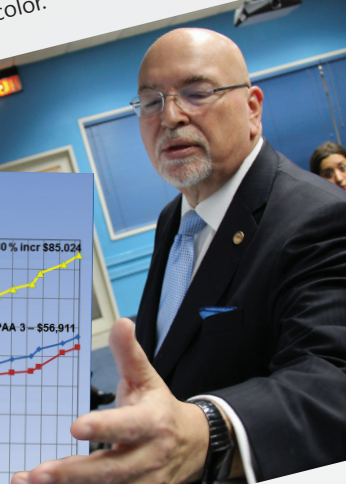
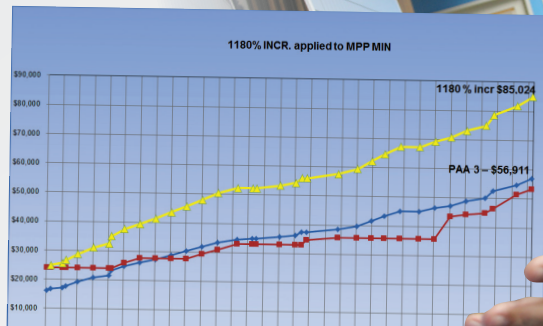
Largest group of women of color pass exam and are certified as eligible to hold the Administrative Manager title.



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

Union wins court decision requiring the Koch Administration to hold promotional exam.

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





CWA LOCAL 1180'S JOURNEY FOR JUSTICE FOR ADMINISTRATIVE MANAGERS GAINS MOMENTUM WITH EEOC DETERMINATION

For years, women and minorities in New York City were found to have been paid significantly less than their white, male counterparts, according to the Equal Employment Opportunity Commission (EEOC), which recently released its determination in a complaint filed by Communications Workers of America Local 1180.

"We have reached an important milestone in our Journey to Justice for our Administrative Managers and all who will become Administrative Managers in the future," said Local 1180 President Arthur Cheliotos. "This is good news for our case. However, this is simply a federal agency's finding, not a court decision. There is still a lot of progress to be made on the Journey to Justice."

The Commission's findings stated that "structural and historic problems" have resulted in the pay of minorities and women being suppressed, and that the "rate of pay [for women and minorities] is much less than their white male counterparts' in similarly situated jobs and titles."

Local 1180 filed a complaint with the EEOC in December 2013, alleging that New York City was discriminating against Administrative Managers based upon sex, gender and race in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. On November 19, 2014, Local 1180 was forced to file yet another complaint based on the City's failure to properly maintain records necessary to investigate and prevent unlawful employment practices in compliance with federal law.

On Monday, April 6, 2015, the EEOC released determinations finding that there is reasonable cause to believe that New York City has violated Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963, in its employment of Administrative Managers.

The EEOC, a federal government agency, is now requiring the City of New York and CWA Local 1180 to enter a "conciliation" period in the process, where the parties attempt to resolve their differences and come to an amicable agreement.

The Koch Administration reclassifies Administrative Manager positions predominately held by males and whites.

Union files to represent Administrative Manager title after former members document that they only implement policy, they don't make it.

Union raises the discrimination issue at bargaining. Bloomberg Administration retaliates by filing charges of bad faith bargaining for raising the discrimination issue. City loses and Labor Board finds City engaged in bad faith bargaining.

EEOC ISSUES FINDINGS

1988

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

1989

To that end, the EEOC has provided a series of recommendations to the City of New York designed to correct its actions. Included in these recommendations is the increase of the minimum salary of Administrative Managers to \$92,117, and submitting back wages totaling approximately \$188 million and compensatory damages of nearly \$57 million.

1994

In addition to recommending that the minimum salary of administrative managers be raised, the commission called for the city to take steps to ensure discrimination did not continue. Some of those measures include mandatory exams every four years at minimum, to ensure opportunities for promotion; better oversight and record keeping to monitor any future inequities; and better efforts to inform employees of chances to advance their careers.

2009

After interviewing nearly 400 Administrative Managers, Labor Board finds that they are eligible for the collective bargaining and certifies 1180.

2012

"However, the EEOC's adverse determination has been made against the City stating that there is reasonable cause to believe the City has violated the applicable laws, and the EEOC will now take steps in an effort to eliminate the alleged unlawful employment practices."

2013


Local 1180 now is waiting for the City's response to the EEOC proposed terms of conciliation. If the City does not offer its own proposal, or if the EEOC determines that the City's proposal is unreasonable, the EEOC may refer the matter to the United States Department of Justice for consideration of a lawsuit against the City by the federal government.

2015

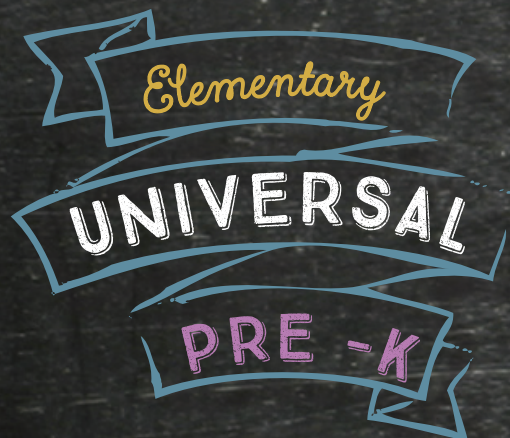

The Journey to Justice may still take many years. CWA Local 1180's members have toiled for decades, delivering important public services without the recognition or compensation they deserve. CWA Local 1180 is demanding equal pay for equal work and, in that spirit, will continue on the Journey to Justice for Administrative Managers.

"This process could still take many years," Cheliotos said. "We know it hasn't been easy. Our members have toiled for decades, delivering important public services without the recognition or compensation they deserve. We are demanding equal pay for equal work and we are happy to share this next step with you in our Journey to Justice for Administrative Managers." ■





Education
IN
New York
City



By Marci Rosenblum
CWA Local 1180 Communications Director

Universal preschool is an international movement to make access to preschool available to all families. The universal preschool movement started in France in 1834, with various other European countries adopting some form of universal preschool. The movement gained ground in the United States as public opinion changed from viewing young children as the responsibility of only families to viewing it as a shared responsibility between families and society. To date, various states, including New York, have implemented universal preschool systems.

In full-day pre-K, teachers are sparking wonder and igniting learning in our children. Pre-K gives children stronger math and reading skills in elementary school...and a better chance at success in life. In fact, some studies show that early instruction improves performance throughout a child's school experience. In these programs, children develop and learn how to interact with others, behave in public, share, wait their turns, and listen — setting them up for better success in their later learning years.

If universal pre-k is so widely accepted, then why are there

still so many debates about the program? A common theme about the program sounds something like this: "I support expanded public investment in early childhood. But I don't support universal pre-K. Pre-K spending should be targeted to low-income children, not subsidize middle-class families who can afford it."

Working within the bounds of the limited financial resources that most school districts face, it would seem that incremental public investments should focus first on the most disadvantaged kids. However, after seeing the practical realities of income-targeted preschool programs, it is a better goal to aim for targeted pre-K — a way station on the path toward universal pre-K access.

Let's face it, all kids can benefit from quality pre-k, regardless of family income, although children from low income families tend to reap greater rewards from universal pre-k programs. According to US News, universal pre-k changes families' expectations of their children. The published article states that "In communities with universal pre-K, parents expect that their children will attend preschool. This, in turn, shapes parents' own perception of their young children as learners and their own role in supporting learning. Making pre-K universal, like K-12 education, also leads parents to think of pre-K (regardless of setting) as education, raising expectations for their children's learning experiences in pre-K."

Additionally, universal pre-k tends to drive changes in kindergarten and elementary school practices. In the same US News report, "When all or most children enter kindergarten with the benefits of quality pre-K education, kindergarten and elementary teachers can change their curriculum and teaching practices to build on

what they know children learned in preschool — accelerating children's elementary learning. But this benefit can be lost when only some children attend preschool. Instead of building on preschool gains, kindergarten teachers currently must focus on catching up children who did not attend."

Based on numerous research and studies of effective universal pre-k programs, policymakers would be better off targeting pre-K spending based on geography rather than family income. Based on a growing body of research showing that community, individuals and families all play a significant part in highly successful programs, "making pre-k universally available in high-poverty communities captures the benefits of universal pre-k while maintaining a focus on the most disadvantaged children." ■



By Marci Rosenblum
CWA Local 1180 Communications Director

Not to say that there's anything wrong with wanting to do a good job in school, but sometimes the pressure can be counterproductive. The fact is, that for many children a traditional schooling just is not for them.

This is where vocational schools— also known as trade schools — come in. Vocational education is education within vocational schools that prepares people for a specific trade. It directly develops expertise in techniques related to technology, skill, and scientific technique to span all aspects of a particular occupational field.

Vocational courses and classes are available in many career fields, including health care, computer technology, office management and skilled trades. Vocational education programs are offered through both private and public institutions and can vary in length. When taken as part of a larger educational program, vocational classes might lead to a certificate or an associate's degree.

Let's face it, not everyone is cut out for college. That doesn't mean these individuals will be any more or less successful in life. In fact, many municipal workers have climbed the ranks after starting off in a vocational program.

When high school education is integrated with vocational training, students not otherwise cut out for the rigors of book learning have a chance to thrive. Vocational



programs mainly lead to industry skills certificates (either for-credit or non-credit) and Associate's degrees, such as Associate of Arts and the Associate of Science, but the most common vocational degree is typically the Associate of Applied Science. Vocational courses and classes are offered by a number of institutions, with many high schools offering basic vocational education, such as home economics, woodshop and auto repair. Vocational educational institutions vary by state, but most postsecondary vocational instruction is offered by private career schools.

Career and technical schools or vocational schools are increasing their presence throughout the country, at a time when support for career and technical education is picking up steam as an alternative route to the middle class.

Vocational education historically has been prevalent in European countries, such as Finland and Germany, but often comes with a stigma in the U.S. that suggests only low-performing and troublemaking students end up in such schools.

While the rhetoric of the last few years has centered around encouraging every young person in America to go to college as a way to find gainful employment and a guaranteed route to the middle class, some are increasing their calls for multiple pathways to those outcomes.

Even President Barack Obama has called for more robust job training at both the high school and college levels, saying it's not enough for students to get an education past high school – they also must have the skills needed for in-demand jobs. Last year the President announced more than \$100 million in awards to redesign high schools to better prepare students for college or specific career industries, such as health care, technology and engineering.

Not every student is suited to go to college, and not every student necessarily wants to go. Local 1180 believes that a large disservice has been done in this country by suggesting that there's only one path to success, which is to get a bachelor's degree.

While a traditional high school education is the ideal route for many, for others it's a matter of finding the best path to success — and that doesn't always come from a customary classroom setting.

Vocational high schools are effective in preparing students for success because they provide a hands-on and engaging environment for learning. That hands-on experience proves beneficial when entering the marketplace for a job. Students with a high school diploma often have a more difficult time finding a job because they lack a working knowledge of the job they are applying for. ■

By Edward M. Yood
Co-Chair CWA 1180 Committee
on People with Disabilities

In February 2015, parents at PS 811Q in Flushing were notified that their disabled children would no longer receive "porter service" getting in and out of their homes. Porter, or "carry kid" service, is assistance to children who use wheelchairs, live in buildings that do not have elevators, and who need a porter to safely lift them and their wheelchair up and down the stairs from their apartment in order to travel to and from school.

According to an NBC New York I-team report, "Single mother Evelyn Gonzales said it's impossible for her to get her son Edgar, who has cerebral palsy, up and down the steep set of stairs to his apartment alone, especially with the wheelchair itself weighing 65 pounds. For years, the City had provided porter service at pickup and dropoff, and a man trained to carry Edgar up and down from his apartment to the school bus would help bring him to and from the bus."

Another PS 811Q mother, Tanya Vetty, received notice that the porter service was ending just two months after she had a heart attack. "I definitely can't get him up and down the steps. I have no help, no strength, it's me," she said.

School officials told the parents and the I-Team that the students had been receiving the service in error. "This was a temporary freebie that shouldn't have been," said Marilyn Biaggi, Pupil Accounting Secretary at the school.

Biaggi explained that these families were not "entitled" to the porter service because they live in private homes and could choose to move to buildings with elevators or install ramps. It would only be the City's responsibility to provide porters if a family lives in public housing that's inaccessible, not if they choose inaccessible private housing.

Ms. Vetty told NBC that it was unfair for the City to assume that the families could simply install ramps or move. "Not everybody can afford a ramp in their home," she said.

The school sent paperwork about home-schooling options, leaving parents heartbroken. "I think my son should have the same rights that every other kid has," Gonzalez told NBC.

Then a few days later, the Department of Education told the I-Team that it was reversing its decision. "These services should not have been disrupted suddenly in the middle of the school year, and they will be restored," said

spokesman Harry Hartfield.

However, Ms. Gonzales later said that Edgar had to miss a week of school. The porter service was then temporarily restored but only until June. This service had been provided for Edgar for many years.

Despite the Department of Education's actions, federal law under the Individuals with Disabilities Education Act (IDEA), Section 304, Related Services, requires that comprehensive accessible transportation, including lifting of the child in his or her wheelchair, be provided in order to guarantee the disabled child's access to education.

Attorney Oroma H. Mpi recently represented a five-year-old child with cerebral palsy who lives in non-accessible private housing and had been denied porter service by the New York City Department of Education.

The DOE had defended its policy of reserving porter service only for students living in public housing by claiming that the Individuals with Disabilities Education Act (IDEA) does not require the provision of porter service to any student. The DOE further claimed that it should not be responsible for providing this service when parents choose to live in a non-accessible building. Previous attempts by special education advocates to strike down the DOE's policy were unsuccessful at the impartial hearing level. The DOE settled these individual cases without a clear statement by an Impartial Hearing Officer or a State Review Officer about whether the IDEA mandates the provision of porter service to all students who need it, regardless of whether the student lives in private or public housing.

In this case, the parents of Legal Services NYC-Bronx's five-year-old client had obtained their current apartment with the assistance of the homeless shelter where they had been living. The family has been on a waiting list for public housing for a number of years. In the impartial hearing decision on this case, the Hearing Officer agreed with Ms. Mpi's challenge to the DOE's policy, concluding that the IDEA requires school districts to provide porter service to those students who need it. In ruling in favor of Ms. Mpi's client, the Hearing Officer found that the parents had not chosen to live in a





Continued from page 5

building without an elevator, given their circumstances. This decision represents a huge victory for low-income families in New York City with children with disabilities for whom it is not financially feasible to obtain an apartment in an elevator building.

Unfortunately, the Board of Education, despite the provisions of IDEA and this decision, has refused to guarantee porter services for all NYC disabled children who live in buildings that do not have elevators, which can force Ms. Gonzales and other parents to deal with the expense and trouble of hiring attorneys to secure a right already guaranteed by federal law.

This reporter thanks Parents to Improve School Transportation (PIST) for providing much of the information in this article, as well as the list of advocacy resources for disabled children in the box below. PIST is an organization of parents of children with disabilities and special needs, students, and their allies whose Schoolbus Bill of Rights CWA 1180 was proud to endorse several years ago. ■

RESOURCES FOR DISABLED CHILDREN & THEIR PARENTS ESPECIALLY RE: PORTER SERVICE

1. Special Education lawyer Gary Mayerson will defend porter service students pro bono. Fill out the parent intake form at www.mayerslaw.com and/or call the office 212.265.7200.
2. Bronx Legal Services (718.928.3700) has experience defending porter service in a non-city building; each borough has its own free legal services office listed at: www.legalservicesnyc.org
3. Inform Sara from Parents to Improve School Transportation of your plans using pistnyc@gmail.com, 347.504.3310 or www.pistnyc.org; also Ellen from Parent 2 Parent of New York State using nyclead@parenttoparentnys.org and 800.405.8818. Based on your child's school district, they can suggest other supporters and possibly reporters.
4. Self-advocates: Center for Independence of the Disabled-NY (Queens 646.442.1520; Manhattan 212.674.2300); www.cidny.org/ Brooklyn Center for Independence of the Disabled: 718.998.3000 or info@bcid.org
5. The office of Public Advocate Letitia James has expressed interest in monitoring this situation as well. Telephone Hotline: 212.669.7250; email: GetHelp@pubadvocate.nyc.gov. Address is 1 Centre Street, 15 Floor North, New York, NY 10007. Walk-in Office Hours: Monday-Friday from 9:30 a.m. to 4:30 p.m. Fax: 212. 669.4701 ■

Charter Schools

By Robin Blair-Batte, Executive Board Member and Staff Representative

What are our issues with Charter Schools? Don't get me wrong, Charter Schools can be a good thing from what I hear from parents whose children attend those schools; however, there is still an issue.

New York City Charter Schools are public schools established in 1998 under The Charter Schools Act. The need was due to non-performing public schools in several areas of New York City. Parents needed other options where to send their children. Charter schools are open to all NYC children with students being chosen through a lottery method. Charter schools operate independently, but must meet specific academic goals that are established by the State of New York. However, they are not operated by the NYC Department of Education (DOE). Charter school teachers have more flexibility in their classrooms, curriculum, and teaching methods. In return, they are held to a higher standard than district schools.

Charter schools are judged by their achievements. They align to the same standards as New York State and take the same state exams as the other public schools. However, if these schools do not meet the academic goals, they run the risk of being closed down. They are held accountable to their charters and student performance by three entities — the NYCDOE, the State University of New York (SUNY), and the State Education Department (SED). Currently, there are 197 charter schools in NYC with 83,200 students. The schools serve all children, including students with disabilities and special needs.

Charter schools were intended to receive the same public funding as the local district schools on a per-student basis. However, this equity does not extend to funding for facilities for charter schools. Operating funds come from a per-pupil formula based on what the local district spends.

Here is where the issue comes into play. What facilities are most of these charter schools using? Most charter schools are co-located with the local district public schools. This presents a problem. For one, public schools already are overcrowded. Instead of using the available space for more classrooms, a whole new school is established within the brick and mortar building. Charter schools are not required to pay rent for using the space in the public schools.

Another issue is that most charter school employees are non-union in contrast to public school employees who are unionized. There is a big salary difference between these employees. Some heads of these charter schools make between \$200,000 and \$400,000 a year. Through private funding and donations, charter schools can afford to pay their employees more.

The question is this: Can some of that money be used to pay rent to use space in the district public schools? Charter school leaders argue that the money for salaries is not from the funds given for the children's education, but rather from private donations set aside strictly for salaries. Still one would wonder if some of those donations can be used toward facility expenses for the charter schools. ■

Name	Charter School	Salary
Deborah Kenny	Village Acad. Network Inc.	\$499,146
Eva Moskowitz	Success Academy C. S., Inc.	\$475,244
David Levin	KIPP NY	\$395,350
Ian Rowe	Public Prep Network	\$325,002
Dennis McKesey	HCZ Promise Academy	\$285,273
Jeffrey Litt	Icahn Charter School I	\$280,323
Steven Wilson	Ascend Learning Inc	\$269,997
Keri Hoyt	Success Academy C. S., Inc.	\$262,264
David E. Rudall	Uncommon Schools	\$252,941
Christina Tettonis	Hellenic Classical C. S.	\$245,535
Seth Andrew	Democracy Prep P.S.	\$238,384
Brett Peiser	Uncommon Schools	\$237,782
Douglas McCurry	Achievement First Inc	\$224,200
Dacia Toll	Achievement First Inc	\$224,200
Rafiq Kalam Id-Din	Teaching Firms of Am.	\$219,348
Dennis Walcott	New York City Schools	\$212,614

Photo from New York Daily News published October 26, 2013



CITY UNIVERSITY OF NEW YORK (CUNY) ACCESS VS. EXCELLENCE

By Daniel Cunningham, CWA 1180 Shop Steward

CUNY'S origins date back to 1847 with the founding of the "Free Academy." The first class seated 143 "academically qualified" young men. The founder of the Free Academy, Townsend Harris, was a proponent of free public schooling to educate poor and working class people. He said of the Free Academy: "Open the doors to all...let the children of the rich and poor take their seats together and know of no distinction save that of industry, good conduct and intellect." Dr. Horace Webster (a graduate of West Pont) was the first president of the Free Academy. At the formal opening on January 21, 1849, Webster said: "The experiment is to be tried, whether the children of the people, the children of the whole people, can be educated; and whether an institution of the highest grade, can be successfully controlled by the popular will, not by the privileged few."

The mission statement hasn't changed much since 1847. Section 6201 of The New York State's Education Law describes CUNY as a system of higher education dedicated to "academic excellence and to the provision of equal access and opportunity for students, faculty and staff of all ethnic and racial groups of both sexes." The "both sexes" part was deferred until 1870 with the founding of the "Female Normal & High School (now Hunter College), which was established to prepare "qualified girls" as New York City's public school teachers. Throughout its history, but much more so in recent times, the institution has struggled to maintain both goals of its mission statement: high academic standards and access to those seeking higher education. Below are some notable events in CUNY's history:

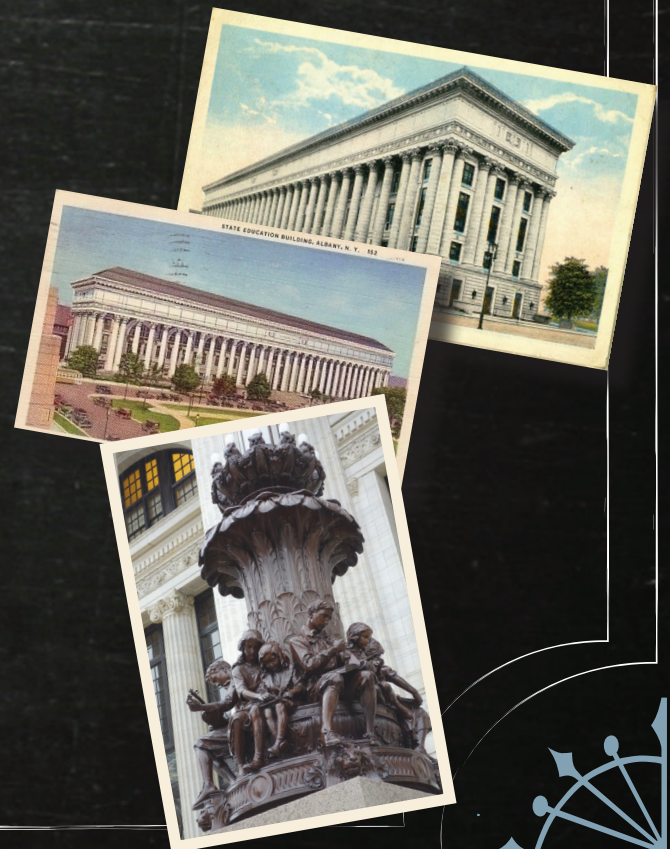
- 1866; the Free Academy is named the College of the City of New York (CCNY)
- 1867: CCNY establishes nation's first student government.
- 1895: the NYS Legislature votes to let College build a new campus on a four-square block area in Manhattanville –the area we know today as West Harlem.
- 1907: First degreed evening classes begin.
- 1921: The college establishes its first school of education.

- 1930: CCNY admits women for the first time (only for graduate programs).
- 1951: CCNY becomes fully coeducational.
- 1955-1958: First community colleges established to meet the needs of students of all ability levels, not just high-achievers who benefit from free tuition.
- 1961: Nelson Rockefeller signs law the "City University of New York" granting university status for the system of colleges, including City, Hunter, Brooklyn & Queens Colleges; and Bronx, Staten Island and Queensborough Community Colleges. At the time, the system consisted of 91,000 students.
- 1969-1999: Partly in response to the political movements for equality in education, CUNY adopts affirmative action and "open admissions" policies. In 1970, CUNY community colleges begin to admit any student with a diploma from NYC public schools regardless of preparedness. CUNY senior colleges no longer use SAT scores as admission requirements.
- 1976: CUNY begins charging tuition system-wide. Previously tuition was only charged for community colleges, night courses, part-time and non-matriculated students.
- 1999: CUNY discontinues remedial education at senior colleges, basically ending open enrollment. It maintains wide access to the university as a whole by providing remedial education in community colleges.

Today, CUNY enrollment totals approximately 500,000. It contains 23 institutions and claims perhaps the most racially and ethnically diverse student body in the world. The debate over remediation at the college level still rages, and the tension between access and excellence won't disappear anytime soon. In a study called "Ending Remediation at CUNY: Implications for Access & Excellence," Tara Parker of the University of Massachusetts & Richard Richardson, Jr., New York University, notes that some policy makers perceive remedial education

as needed to promote equal opportunity; others argue that admitting underprepared students lowers standards, and that many of the underprepared never complete their degrees even with remedial tuition. CUNY has been successful at mitigating the problem—to a degree. The Parker & Richardson study states: "Although CUNY colleges have experienced tuition increases, the University still offers a relatively affordable college education...Many campus faculty and staff have provided evidence of a commitment of not only serving students of color, but serving them well...Much evidence suggests that CUNY succeeded in promoting both access and excellence."

With statistics showing that upward of 41% of students needing remedial work to succeed at the college level, public universities would be remiss to "wash their hands" of the problem. However, statistical research finds a direct proportion between better prepared high-school graduates and greater success at the college level. Obviously, our entire education system is on the hook, including the K-12 grades. We need to provide quality and access at the lower levels as well, not just for the gifted and privileged, but for "the children of the people, the whole people." ■



MEMBERS IN ACTION

Civil Rights Committee on Equity 13th Annual Festival of Cultures



Committee members: Gloria Johnson, Dana Holland, Janice Walcott, Regina Kelly, Helen Jarrett, Executive Board Member Charles Garcia, Treasurer Gloria Middleton, First Vice President Gina Strickland and son Akeem, President Arthur Cheliotos and grandson Nicholas, Executive Board member Hazel O. Worley, and Audrey Henderson. ■



Member Shaher Khalil (DEP, Queens) and the St. Mary & Anthony Coptic Church Children Choir singing harmoniously. ■



CWA's Labor Chorus opened the day with songs of solidarity. ■

This year's Festival of Cultures was held on March 7 at Boys & Girl High School in Brooklyn. More than 250 people attended the grand event, which is designed to celebrate the diversity of CWA Local 1180's membership. Once again, the Civil Rights and Equity Committee coordinated the event under the leadership of Treasurer Gloria Middleton. The daylong event was full of awesome entertainment, great company, and good food. Members, their families, and friends were mesmerized by the festivities of the day.



Members and their families were entertained with a surprise by the group "Trusol," a male quartet group from New Jersey, that stopped in to share their harmonizing melodies and energize the audience. ■



One of our amazing talents, Lexi Alon, returned this year! This young lady is known for her tantalizing and lovely voice. She grew up participating in the Local's Kids Open Mic event held by the Arts, Events and Entertainment Committee. ■



Lenora Smith, Executive Board Member and Committee Member, did a fabulous job in moderating the fashion show. ■



Jeffrey Ahay (son of a union brother and sister). ■



Deavonte Kimble and Tristan Johnson, nephew and grandson of Shop Steward and Committee member Gloria Johnson from ACS. ■



2015 Lobby Day



CWA Local 1180's Political Action Committee on April 28 brought together hundreds of union members who traveled to Albany to lobby dozens of key state leaders on issues of significance to 1180 members. "Our voices must be heard in Albany, our State Capital," said 1180 Second Vice President Gerald Brown, also the Union's Political Action Committee Chair. "We must educate our legislators on what is important to us. The key issue we are focusing on this year is housing and all legislation pertinent to this matter is on the top of our agenda." Buses departed from Local 1180 at 7:00 a.m. and after a full day of lobbying, returned to the Local at approximately 6:30 p.m. "When you attend Lobby Day, you begin to build a relationship with your legislators," Brown said. ■



Fight for 15



While fast food companies and other giant corporations make massive profits, low-wage workers struggle to buy food for their families and pay their rent. Many are fighting just to make ends meet on pitifully low wages that haven't kept pace with their bills. That's why, on April 15, CWA Local 1180 members joined with tens of thousands of fast food workers, retail employees, home care providers, and airport workers across the country that are standing up for a union and a \$15 hourly wage. It is estimated that more than 30,000 people rallied in New York City alone. Top left photo from left: Ryan Bruckenthal (CWA 1180), Justin Page (works for ALIGN, also an 1180 member), Nadya Stevens (CWA 1180 Mobilization Coordinator), and Mary Clinton (CWA District 1). Top right photo: Ryan Bruckenthal and Nadya Stevens with Ronald McDonald. "This is a rallying cry for fast food workers demanding a \$15 minimum wage and union representation," Stevens said. The protests began at 6:00 p.m. when hundreds of protestors gathered at Flatbush Avenue and Fulton Street, blocking rush hour traffic with marching bands and dancers. The main rally was at Central Park West at 4:00 p.m., followed by a march at 6:30 p.m. to the McDonalds in Times Square. Demonstrations took place in more than 230 U.S. cities and college campuses, as well as dozens of cities overseas. ■



Advancing Worker Rights

CWA 1180 Members-at-Large Hilary Bloomfield and Denise Gilliam attended the recent Advancing Worker Rights and Collective Representation conference marking the 80th anniversary of The National Labor Relations Act. Sponsored by Cornell University Industrial Labor Relations (ILR) School, the two-day conference was held at the United Federation of Teachers on April 17-18, 2015. CWA President Larry Cohen gave the key note address. Pictured with Bloomfield and Gilliam are Dennis Trainor, Assistant to the Vice President; Bob Masters, Political Director; Larry Cohen, President of CWA; and Chris Sheldon, Vice President of CWA District 1. ■

Union Day at Gouverneur



Gouverneur Health was the site of a Union Day event on May 15 for members to learn more about unions and benefits that are provided. Staff Rep Catherine Alves said the day helps spread the message that unions stay strong when members become active and get involved. Photo at left: David Arroyo (Shop Steward), Staff Rep Catherine Alves, and 1180 member Carmen Cabrera, Coordinating Manager. Photo top right: Members signing in to the event and collecting information about what the union offers. Photo bottom right: Darren Welty, 1180 Benefits Department and Alves. ■





Thousands of New York City municipal workers marched for Real Jobs, Real Wages and Real Rights on May 1 as part of the May Day Rally to end income inequality. Dozens of 1180 members took part in the march that came through Columbus Circle to show their support for better worker rights. President Arthur Cheliotas was one of the many labor leaders who addressed the p; crowd. "It's all about equal pay for equal work," Cheliotas said. The fight for real jobs includes building the City with union labor, supporting immigration rights, fighting for \$15 an hour and a union, defending rent regulations and affordable housing, and fighting for the 99%ers, not the 1%. ■

May Day Rally to End Income Inequality



NAMI Walks Across the Bridge

On Saturday, May 9, CWA 1180's Committee on People with Disabilities, led by Team Captains and Committee Co-chairs Jackie Daniel and Eddie Yood, proudly marched once again in the annual National Alliance for the Mentally Ill (NAMI)'s walk across the Brooklyn Bridge to raise funds for services for people with emotional, psychological, and mental disabilities, and to help stamp out the stigma of mental illness. ■



Greek Independence Day Celebration



On April 29, 2015, CWA Local 1180 President Arthur Cheliotas (third from right) was honored at the Greek Independence Day event, sponsored by the NYC Council. In his speech, Cheliotas said: "My wonderful parents taught me about courage and determination, not by what they said, but by their example. Like many immigrant families, Greek-Americans benefited from our City's public schools, universities, and public policies that invested in New Yorkers no matter where they came from. New York City offered us opportunities to succeed. We must ensure that today's immigrants — documented like my mother or undocumented like my father — are welcome and respected. If we are to honor our Greek heritage, we must, like my parents, set the example for generations of New Yorkers to follow." ■



Thousands of union workers and tenant rights advocates came out in full force May 14 at Foley Square to show their support for repealing rent deregulation by ending rent hikes and blocking gentrification. Millions of rent stabilized homes are at risk when rent regulation laws expire June 15. Without renewal by the New York State legislature, hundreds of thousands of living units can become deregulated, forcing tenants out on the street. Rent stabilization is the single largest source of affordable housing in New York City.



Rallying for Rent Regulations

Pictured from left at the rally: Nadya Stevens, Roselaine Lammare, Maly Rosefort, Louise Abney and Robin Blair-Batte. ■



ARTHUR CHELIOTES

President

2015 Starts Off With a Bang

This year started with significant milestones for Local 1180. We settled a contract for most of our members and we had a record-breaking ratification vote, mailing out more than 8,200 ballots with more than 4,800 members casting their votes via e-mail and phone. The vote was 4,723 to ratify and 97 opposed — yet another record breaker for Local 1180.

The achievement of getting our members their long-overdue pay increases was a great start for 2015 by itself, but it was just the beginning. An important milestone in our Journey to Justice for Administrative Managers was reached when the federal government, through the Equal Employment Opportunity Commission, made a final determination in our complaint against the Bloomberg Administration. Thanks to the hard work of former First Vice President Linda Jenkins, our EEO attorney

is disproportionately paid to Hispanic and African-American women, has been frozen for many years, while the maximum salary of Administrative Managers, paid to a class of senior employees who are primarily Caucasian males, has increased significantly. We also asserted that there are few opportunities for promotion beyond Administrative Manager, and that many within this title have not received raises in many years to the detriment of the generally less-senior African American and Hispanic women relative to their generally more-senior white male counterparts. Finally, we charged that the City refused to bargain in good faith with the Union, in retaliation for raising complaints of discrimination.

The City's Response

The City responded by alleging that all claims accruing prior to December 5, 2011, were untimely and should be dismissed. It denied allegations of discrimination and retaliation due to a lack of evidence. The City provided a small sample of Administrative Managers along with their gender, race, agency, salary, and a description of their job duties, in an attempt to demonstrate that Administrative Managers do not perform equal work.

The EEOC Investigation

The investigation revealed that laws allow a union to file charges on behalf of third parties. In addition, it revealed that the City engaged in a continuous pattern and practice of discrimination that may allow us to pursue claims accruing prior to December 5, 2011. However, the City's alleged lack of evidence of discrimination and retaliation do not withstand scrutiny. The Union brought prima facie charges so the burden of proof has shifted to the City. The evidence provided by the City was insufficient to evaluate the case.

The EEOC Determination

The Commission determined that silence is an admission of

the allegations in the charge, and concluded that anything that the City could submit would not support its position. In a final determination, the Commission stated that there is reasonable cause to believe that the City violated federal law.

EEOC Seeks Voluntary Compliance

Since the EEOC believes that the City violated federal law, it will first attempt to eliminate the alleged unlawful employment practices by informal methods of conference, conciliation, and persuasion. If the City does not voluntarily comply with the statute, there may be a suit by the Commission.

HIGHLIGHTS OF PROPOSED RECOMMENDATIONS IN THE CONCILIATION AGREEMENT

Seniority Step Process to Ensure Proper Increases In Pay

Require an annual step process with the initial increase in pay of 8 percent above gross pay, including additions to gross, upon promotion and/or implementation of this policy, whichever comes first. Thereafter, an annual increase of 3 percent in the same manner. This step process must apply to lower positions that promote to AMs, such as Principal Administrative Associates, to ensure lower positions are properly integrated into the AM title. Without this, the City could find ways to cut out the position by among other things circumventing promotions to the position of AM, reclassifying AMs to other titles, and ultimately making the AM title obsolete instead of recognizing the newly corrected and increased rate of pay for AMs.

Increase in Minimum Salary for Administrative Managers

When the City established the managerial pay plan in 1978, they set the AM minimum at \$24,000. Those holding the AM title at that time were overwhelmingly white and male. As women of color entered

the AM title, the minimum was suppressed, while white male incumbents received substantial increases because of the raised maximum. Union request: increase the minimum salary to \$92,117, which is the same minimum as that in 1978 when the position was white and male dominated, but adjusted to the 2014 Consumer Price Index.

Proper Oversight, Opportunity & Enforcement of Equal Employment

The disparate impact CWA 1180 seeks to remedy has evolved over decades due to civil service classification processes and historic collective bargaining practices that have provided male-dominated titles greater opportunities for advancement and larger increases of pay. Union request: require mandatory examinations no less frequently than every four years.

Proper Monitoring of Classification System

Civil service reclassification was used in the mid-1980s to eliminate dozens of AM positions, preserving them for whites and males in other titles who had not passed the test, when the largest group of women of color was tested and found qualified for the position. CWA's concern is that work that should be done by AMs will be shifted to other titles to avoid paying women of color a fair wage. There is a need to have accessible records and reports that offer transparency to the City's civil service and collective bargaining practices and the impact of this on protected classes. Union request: require annual reporting of EEO statistical information to CWA 1180. Further, require that the City appoint an EEO Monitor to ensure compliance with corrective actions and to prevent future adverse impact.

Career Paths With Clear Job Descriptions

There are eight levels in the managerial pay plan; an AM can be appointed to any level at the

The achievement of getting our members their long-overdue pay increases was a great start for 2015 by itself, but it was just the beginning.

Yetta G. Kurland of The Kurland Group, and co-counsel Joel Spivak of Mirkin & Gordon, the EEOC ruled in our favor. Here are the details.

Our Complaint in CWA 1180 v. Bloomberg

Our complaint in CWA 1180 v. Bloomberg, et al on behalf of our Administrative Managers alleges that the City of New York has, and continues to, engage in a discriminatory pattern of wage suppression and subjective promotion based on sex, race, and national origin. We also claimed that what appears to be neutral policies regarding assignment, promotion, and wages have had a disparate impact on the class of female African American and Hispanic Administrative Managers. We claimed that the minimum or entry-level salary of Administrative Managers, which

discretion of the hiring authority. The Union represents the first two levels in the AM title. In past practice, the City had refused to recognize even the two levels within the AM title. This further collapsed opportunities for pay promotion, causing additional adverse impact to the title comprised mostly of women and people of color. Further, the City does not have any clear job descriptions that distinguish one level from another, nor does the City explain how someone in level one could move up to level two, three, five, or eight. It all remains at the discretion of the hiring authority and a mystery to the AM. Union request: require clear job descriptions for each level, a posting and bidding process with clear selection

criteria and pathways AMs may follow to advance up the career ladder.

Training and Development

Equal access to training is important in the ever-changing work environment. Except for programs offered by their union, there is limited access for women of color in civil service to learn new skills and obtain the knowledge and academic credentials they need to move up the career ladder and effectively compete with their white male colleagues in the workplace. By offering educational opportunities for members of CWA 1180, who are predominantly women of color, the City levels the playing field and increases equal employment opportunities.

Union request: require the City to match the tuition assistance made by CWA 1180 for the programs it offers to its members at the City University of New York's Murphy Institute.

DAMAGES

Back Pay — \$188,682,531

Equal Pay claims are calculated herein based on the Administrative Staff Analysts title as the outside comparator. Calculation of disparate pay difference is based on the statistical regression analysis previously submitted.

Future Pay Per Worksheet No Less than \$92,117

Administrative Managers' salaries will be increased to the minimum salary of \$92,117 or the Adjusted Salary using a Fu-

ture Pay Worksheet, whichever is greater.

Compensatory Damages under Title VII — \$56,922,000

The substantial delays by the City in responding to the instant matter coupled with additional delays and retaliatory action City's refusal to take this matter seriously and act to remedy or even respond to this complaint timely. ■

ABOUT OUR MEMBERS

- Condolences to Wanda Clemons (PAA, Department of Finance) on the passing of her mother Anna Goodwin on March 8, 2015.
- "My personal condolences to the family of my long-time personal friend, Retiree Evelyn Thomas of the Department of Finance, who passed away on March 9, 2015. May she rest in peace." — Gina Strickland, 1180 First Vice President
- Congratulations to Priscilla Carrow, Coordinator Manager Level B at Health and Hospital Corporation (HHC), on being one of the distinguished women honored during Women's History Month by Miss Universe 2014 Paulina Vega and State Senator Jose Peralta. Carrow was awarded for being a recognized community activist.

New Staff Representative



Olivia Lyde

City Employment: Health and Hospital Corporation (HHC)
 Years of Service: 29
 Years as Shop Steward: 14

Ms. Lyde joined CWA 1180 on March 23, 2015. She has been extremely active in the Union and continually advocated and represented her members at Coney Island Hospital. She was instrumental in getting members enrolled in the Public Healthcare Certificate program offered by 1180, and the classes were held at the worksite.

"I am pleased to have joined CWA 1180 and I will continue my practices of providing transparency, listening, and building rapport with members and shop stewards to strengthen our unity. I also look forward to serving and working with all members and staff to make a difference," Lyde said. ■

NEW SHOP STEWARDS

Congratulation to the following Shop Stewards who were elected to their positions between January and March 2015.

Name	Agency	Date	Name	Agency	Date
Helen Brown	Department of Education	01/28/2015	Diane McPhatter	Department of Homeless Services	01/28/2015
Lisa Bryant	HRA/OMR	02/13/2015	Miriam Skipper	Admin. for Children's Services	03/23/2015
Syed Huda	HRA/ICP	01/05/2015	Charles Wade	Manhattan District Attorney's Office	03/30/2015
Mildred Irvin	Admin. for Children's Services	03/23/2015	Donald Walker	Dept. of Health & Mental Hygiene	01/28/2015
Colleen McCarthy	Bronx District Attorney	03/05/2015	Regina Wilkinson	Dept. of Education	01/28/2015



GERALD BROWN

Second Vice President

Advancing Your Education

As Second Vice President, my areas of responsibility include management of the Education Fund. Primary programs that the Education Fund supports are:

Urban Leadership Programs with specialties in labor studies on the undergraduate and graduate levels; College Tuition Refund Program; Book Reimbursement Program; Various Certificate Programs; Adult Education Tuition Refund Program; Career Development Conferences; Examination Preparation Courses; and Workplace Literacy Program.

Urban Leadership Programs

For more than three decades, Communications Workers of America, Local 1180, has proudly offered education programs to the membership in association with the Murphy Institute. The Institute is governed by the CUNY School of Professional Studies (SPS).

Local 1180 offer members up to 24 paid credits to pursue Bachelors and Masters degrees in labor studies. We have an excellent success rate with

members returning to school. The SPS has a complete menu of academic services to assist members in the varied areas. The faculty at the Murphy Institute is diverse and many faculty members specialize in Adult Education Programs. In addition, students are able to access all services provided by the City University of New York.

College Tuition Refund Program

The program provides reimbursement of up to \$200 per semester for tuition and registration fees. If you complete your courses with a passing mark and submit the required claim form, you will be reimbursed at the end of the semester. The program pays benefits for a maximum of three semesters per calendar year.

Book Reimbursement Program

If you are enrolled in courses covered by the College Tuition Reimbursement Program, you can be reimbursed up to \$25 per semester for books related to your courses.

Certificate Programs

The Murphy Institute offers several certificate programs in undergraduate as well as graduate study. The 24 free undergraduate and graduate credits apply to the certificate programs. It is important to note that credits earned in a certificate program can be applied to a degree program.

Workplace Literacy Programs

Programs are designed with the needs of members in mind. Training is relevant and rewarding. Classes are offered evenings and Saturdays. The programs are intended to assist members in carrying out their responsibilities more effectively. The courses in the program assist members with improving skills in communication, management and computer usage. Personal interest classes were created to address topics suggested by members.

Adult Education Programs

When successfully completing courses in a job-related area in an Adult Education Program, you can receive full reimbursement of the tuition, up to a maximum of \$100 per year.

Career Development Conferences

If you attend a conference in a job-related area, you can receive reimbursement up to a maximum of \$100. Combined reimbursement for Adult Education Program and Career Development Conferences cannot exceed \$100 per year.

Exam Prep Program

Exam Prep Programs are developed on an as-needed basis to assist members in preparing for civil service promotional and open competitive exams. We have added an on-line feature to our exam prep study. We currently have over 1,000 Local 1180 members enrolled in our Administrative Manager on-line Exam Prep Course.

Through the Education Fund, we encourage members to apply for various available scholarships. Members should regularly visit our website to stay abreast of all the offerings of the Education Fund. Through the Education Fund we aim to enhance your education and hopefully, you will prosper for many years to come. ■

ADVANCING A CAREER WITH LOCAL 1180'S HELP

By Robin Person

My name is Denise and I am currently enrolled in a Graduate Certificate Public Administration Program at The Murphy Institute (CUNY/School of Professional Studies). I am a middle-aged woman and I received my Bachelors of Business Administration in Computer Information Systems 25 years ago.

After college, I began my professional career in the private sector with IBM; I worked for 19 years in the private sector — eight as an IT project manager. During the latter part of my career, I realized that something was missing from my career; I felt that I wanted to be in a position to help other people. About three years ago, I joined the City of New York, which was a career change for me, and I began my new career at the Department of Homeless Services. It came as no surprise to me that my new career would start there because I have had a special compassion for others, particularly the homeless, for quite some time. This job only confirmed for me what I already knew — that I wanted and had a need to do more personally.

At that point, I heard about The Murphy Institute program and that my union — CWA 1180 — would pay for the first 24 credits of the Public Administration program, which would eventually lead me to a Master's Degree in Public Administration. This was a union benefit too great to pass up.

However, after being out of school for 25 years, I was concerned and scared about returning to school, to say the least. Nonetheless, I began to ask around and contacted The Murphy Institute in order to get an idea of how I would apply and get accepted into the program. With the help of The Murphy Institute and the financial assistance from CWA 1180, I started the Graduate Certificate program in spring 2014; I am in my third semester.

I do not know how I would have done it without the help of CWA 1180. In return for the financial assistance received from CWA 1180, and as a way of paying it forward, I volunteer as a photographer with a local church, as well as for the Agency I currently work for. I also have become involved with the staff at The Murphy Institute and they often invite me to special events from time to time.

I am very pleased with the program thus far and look forward to the day I graduate. I must say, this opportunity to advance my career would likely not have been possible without the financial assistance and support of CWA 1180. They gave me the opportunity to increase my education and get ahead in my career.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

December 17, 2014

Meeting called to order at 6:05 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotos, President; Linda Jenkins, First Vice President; Gina Strickland, Second Vice President; Gloria Middleton, Secretary-Treasurer; Gerald Brown, Recording Secretary

Members-at-Large

Lourdes Acevedo, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Williams

Absent: Suzanne Polite and Hazel Worley

Minutes of the November 19, 2014, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

Gloria Middleton opened the meeting with a presentation and discussion on an upcoming two-day conference: Impact of Economic Injustice on Vulnerable LGBTQ Communities. The conference will be held at the Murphy Institute, 25 West 43rd Street on the 18th Floor, NYC, on January 23-24, 2015. The conference is open to the public and there is no registration fee.

President's Report

President Cheliotos opened his report by discussing bargaining in reference to the PAA et al. Contract. Bargaining will continue with the next meeting at the NYC Office of Labor Relations on December 30, 2014. President Cheliotos will have the website updated to contain bargaining information.

President Cheliotos discussed the highlights of his schedule since the last Executive Board meeting: On November 20, attended a meeting with Henry Garrido, the new Executive Director of DC 37. The topic of discussion was career paths for municipal workers. On November 25, attended a meeting with CUNY Chancellor Milliken. Also, met with Harry Nespoli, Chair of MLC. In addition, attended a meeting with DCAS Commissioner Stacey Cumberbatch. On December 1, attended a meeting of the MLC Steering Committee. Later in the day, chaired a meeting of the Local 1180 Administrative Manager Bargaining Committee. In addition, at 6:00 p.m., chaired a meeting of the Local 1180 PAA et al. Bargaining Committee.

December 2, attended a NYC Council Hearing at City Hall in support of unionized Cable Vision workers. On December 3, President Cheliotos received the John Commerford Labor Education Award from the NYS Labor History Association. On December 5-10, attended the annual conference of the Public Employee Conference of New York State. NYS Comptroller Thomas DiNapoli was one of the keynote speakers for the event. The organization also reviewed legislative issues for its legislative agenda. On December 11, attended a reception regarding Civil Rights in the 21st Century. President Cheliotos was asked to speak at the reception that was held at the Union Theological Seminary in NYC. On December 17, attended a meeting with NYC Councilmember Daneek Miller, Chair of the Council's Civil Service and Labor Committee.

President Cheliotos distributed and discussed the monthly report from Mirkin & Gordon, P.C. listing matters they are working on for Local 1180. He also presented the monthly activity reports from Steve Ferrer, Organizer, and Marci Rosenblum, Communications Director.

President Cheliotos distributed the latest report for the Policy Research Group titled "Mayors Financial Plan Modification November 2014."

President Cheliotos closed his report by saluting Linda Jenkins for her 50 years of service to the City of New York and Local 1180. Linda Jenkins is First Vice President for CWA Local 1180 and is retiring from the position on December 31, 2014.

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

First Vice President's Report

First Vice President Linda Jenkins reported:

Administrative Manager List 6529

Correction certified its list to fill 15 positions.

Principal Administrative Associate List 8535

DHS held a pool on October 17, 2014, to fill three positions.

HRA held a pool on November 10, 2014, and called 32 eligibles between the numbers 48 and 703 to fill vacancies in the offices of IREA, GSS, OCS & OHHSI.

ACS held a pool on December 9, 2014, and called 15 eligibles between the numbers 139 and 156 to fill three vacancies.

ACS held a pool on December 9, 2014, and called 15 eligibles between the numbers 139 and 156 to fill three vacancies.

Civil Service Committee

The Committee has completed work on fact sheet #11-Disciplinary. The next Committee meeting will be January 27, 2015. The new Committee chairperson will be Gina Strickland.

Education Committee

The Committee continues to work on curriculum for a Job Readiness Program. The next committee meeting will be on January 13, 2015. I will continue to chair this committee. The Book Club will meet on January 15, 2015.

We have scheduled a Homeownership Seminar for Saturday, January 24, 2015. So far 47 members have enrolled and of that number, 21 have confirmed their participation. Following the seminar, we want to offer Housing consultation services in the evening for members starting in March working with Wells Fargo.

We also want to provide Pension Counseling services to members in the evening and on Saturdays.

Exam Prep

Online Account setup workshops are scheduled for:

Tuesday, January 10, 2015 – 70 members enrolled and Saturday, January 17, 2015 – 80 members enrolled. We have added an additional date – Saturday, January 24, 2015.

Orientation and Information Seminars are scheduled to begin January 26, 2015. We will have classes six days a week.

We are completing the curriculum development for the Orientation and Information Seminar and for both the Administrative Manager and Principal Administrative Associate prep. All of the material will be online and accessible to members through the MMP. Plans also are being made to prepare a video on study strategies and test taking techniques to also be available through the MMP.

Motion was duly made, seconded and carried to accept the First Vice President's Report.

Second Vice President's Report

Second Vice President Gina Strickland reported:

HRA (Human Resources Administration)

On December 5, a labor management meeting was held with Human Resources and 1180 and other unions to discuss the move to the World Trade Center scheduled for February 2015 and to end April 2015. Staff Representatives Robin Blair-Batte and Kevin Hines represented 1180.

HRA employees from 180 Water Street and 2 Washington Street will be moving to the WTC. HRA will occupy floors 30 to 43. Each floor will have approximately 175 occupants. Each floor is an open environment with cubicles only, no offices. Each employee will receive a WTC identification card to access the building. Visitors to HRA will be required to have their names listed in the security system before the security guard will allow them access. Eight elevators will be designated for HRA only. HRA will review hardship requests from employees on a case by case basis.

Health And Hospital Corporation

On November 24, 2014, in response to the Improper Practice filed against Kings County Hospital, a meeting was convened at the facility

to discuss the reinstatement of our nine members whose titles were changed. It was agreed that our member's titles would be reverted to their Assistant Coordinating Manager title. 1180 stated that our members must be made whole and receive retroactive pay from July 14 for all their additions to gross and annuity contributions. In addition, our members must be compensated for the disparity in dues and the additional two and half hours a week they had to work, as the BHA title was a 37.5 work week in contrast to the ACM title of 35. On December 1, our members were reinstated to their ACM titles and were overjoyed to be back with 1180. However, we have not withdrawn the Improper Practice charge as the members have yet to be made whole.

Administrative Manager OCB Decision

The responses from our letters to the agencies concerning the Administrative Manager positions are not forthcoming. We have only received a response from two agencies. One of the agencies has indicated that two of the Administrative Manager positions are occupied by individuals holding the title of Associate and Administrative staff analyst. 1180 will be pursuing this to have these individuals removed so appointments can be made from the agency's viable Administrative Manager list. We will also follow up with the Commissioners of the agencies who have not responded.

Second Vice President, Gina Strickland reported the following staff rep activity for the month of November 2014.

Agency Walkthroughs	4
EEO Investigative Interviews	2
Hearing Preparations	8
Hearings	7
Investigative Hearings	4
Labor Management Meetings	8
OATH	3
Off-Site Member Meetings	1
Walk-Ins	2
Appointments	1
Phone Calls Received	663

Site Meetings

ACS
451 First Avenue, Manhattan

HHC – Bellevue
462 First Avenue, Manhattan

FISA
450 West 33rd Street, Manhattan

HRA/CASA
45-02 32nd Place, Queens

HHC – Queens Hospital
82-68 164th Street, Queens

Department of Education
82-01 Rockaway Blvd, Queens

Probation
6 Harrison Street, Manhattan

DOT
55 Water Street, Manhattan

DOT
59 Maiden Lane, Manhattan

DYCD
156 William Street, Manhattan

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Income and Expenditures as well as the Check Register for the month of November 2014. She advised that the T.D. Bank Checking Account has a balance of \$402,825. The balance is as of COB 12/16/14.

Secretary-Treasurer Middleton advised that the Annual Festival of Cultures: Celebrating Family will be held on Saturday, February 7, 2015, from 12:00 p.m. – 4:00 p.m. at Boys & Girls High School, 1700 Fulton Street, Brooklyn, NY. Please find complete details on the website www.cwa1180.org

In addition, she announced that the next General Membership Meeting is scheduled for January 14, 2015 at New York Law School in lower Manhattan.

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

Recording Secretary's Report

Recording Secretary Gerald Brown advised that 2015 will be a quiet year for electoral politics. There are no major elections for 2015. There should only be special elections as vacancies occur in Congress, the New York State Legislature and the New York City Council.

Recording Secretary Brown advised that we must continue to monitor any proposed changes to the NYS Triborough Amendment. The Amendment protects our rights especially during the period when contracts expire and before new ones are signed.

The next Constitutional Convention in NYS is proposed for 2017. The last convention in NYS was 1967. We will monitor whether or not a convention will be held in 2017. The date on the CWA District One Annual Albany Lobby Day has not been set.

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

Lisa Lloyd opened a discussion concerning personnel issues at the Health and Hospitals Corporation at 55 Water Street, NYC location. After much discussion, the Board made recommendations to Ms. Lloyd on how the issues should be addressed.

Charles Garcia announced that he attended the NYS AFL-CIO Holiday Party on December 11, 2014. He distributed an informational calendar from the event, which highlighted Working Women.

The next executive board meeting is scheduled for January 20, 2015.

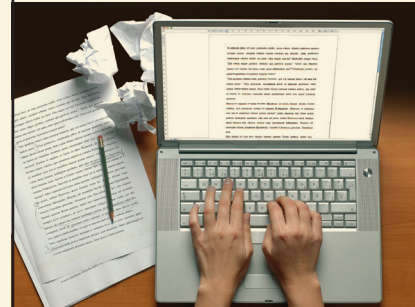
Motion was duly made, seconded and carried to adjourn at 8:15 P.M.

Respectfully submitted,

Gerald Brown
Recording Secretary

SO YOU
THINK
YOU CAN
WRITE?

The Local 1180 Communique Editorial Committee is looking for volunteers interested in writing stories for the quarterly publication. You will need to attend quarterly Editorial Committee planning meetings to discuss story ideas and write one story per issue. If you have an interest in writing, are good at it, and want to give back to your union, please send an email to the Local 1180 Communications Director at mrosenblum@cwa1180.org. Include your name and both a daytime and evening phone number where you can be reached.



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

January 20, 2015

Meeting called to order at 6:18 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotas, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer

Members-at-Large

Robin Blair-Batte, Debra Paylor, Hilary Blomfield, Lenora Smith, Venus Colon-Williams, Lisa Lloyd, Charles Garcia, Hazel O. Worley, Denise Gilliam

Minutes of the December 17, 2014, were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Opening Comments

Arthur opened the meeting by welcoming the newly elected Executive Board Members Robin Blair Batte and Hilary Bloomfield. Our missions are getting our members paid and helping improve member's services.

Arthur introduced Marci Rosenblum, CWA Local 1180's Director of Communications and Editor of Communiqué. Marci is in the process of re-designing our website and she is energetic and always accessible.

President's Report

President Cheliotas opened his report by discussing how well our General Membership Meeting went. When you take the time to explain to the members what's going on, it may not be the results they want to hear, but they understand.

President Cheliotas discussed the highlights of his schedule since his last Executive Board Meeting:

December 18, 2014 — chaired the GMM at Harlem Hospital in Manhattan.

December 19, 2014 — attended the 1st Annual Winter Breakfast Reception by Public Advocate Leticia James. Later that day conducted a conference call with the Defense Fund Oversight Committee (DFOC) concerning the Verizon Workers court case bargaining update.

December 22, 2014 — caucused with DC37 on the Office of Court Administration (OCA), which was followed by the actual bargaining session with OCA at DC37.

December 23, 2014 — bargaining prep for the PAA et al

December 30, 2014 — meeting with OLR.

January 2, 2015 — DFOC conference call regarding grants for AT&T worker contract mobilization; also Canada building a student movement growth fund, stop the TPP Growth Fund and rebuilding the CWA website.

January 5, 2015 — meetings with members from OCA to review and vote on proposed settlement.

January 13, 2015 — conducted a conference call with CWA District 1 First Vice President Chris Sheldon, Attorney and Mediator regarding bargaining.

January 14, 2015 — interviewed by the CUNY Worker Task Force. Later that evening chaired the General Membership Meeting.

January 15, 2015 — held budget meeting.

January 16, 2015 — met with Assemblywoman Deborah J. Glick to discuss what needs to be done regarding the DFOC.

January 20, 2015 — met with First Vice-President Chris Sheldon to discuss upcoming bargaining session.

President Cheliotas distributed and discussed the letter dated January 20, 2015 from Mirkin & Gordan, P.C. to Susan Panepento, Esq. requesting an appointment of Impasse Panel Bargaining Unit Certification. Arthur also distributed and discussed a draft memorandum of Economic Agreement and updated Bargaining Report. He also presented monthly activity report submitted by Steve Ferrer, Organizer dated January 14, 2015.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

Health and Hospital Corporation

A stipulation of settlement is in the process of being drafted with HHC Kings County due to the improper practice filed for illegally changing nine members' permanent civil service titles of Assistant Coordinating Manager to Behavioral Health Associate, a title represented by DC37. The Office of Collective Bargaining has given both parties until January 27, 2015, to settle. If no settlement is reached, we will amend our petition and move forward with the improper practice.

Meet and Greet Commissioners OATH (Office of Administrative Trails and Hearings)

January 12, 2015 — First Vice-President Strickland and Staff Representative Catherine Alves met with Commissioner Fidel F. DelValle to discuss OATH becoming a one-stop agency for adjudicating all summonses issued by various agencies. The Union expressed our view on bias toward some disciplinary cases. We asked for fairness and the Commissioner agreed.

DHS (Department of Homeless Services)

A meeting has been scheduled for February 4, 2015, with Commissioner Gilbert Taylor to discuss the movement of the Administrative Manager list.

ACS (Administration for Children Services)

A meeting has been scheduled for February 5, 2015, with Commissioner Gladys Carrion to discuss the movement of the Administrative Manager list.

DEP (Department of Environmental Protection)

January 15, 2015 — Commissioner Emily Lloyd met with the unions discussing hiring of an outside firm FEI to review their Workplace Violence Program. The unions demanded that they have an active role in this process. The employees of the focus group should not be handpicked by management. In order to be effective, employees must have confidentiality to participate as they fear retaliation. Safety is a serious concern at DEP since they have had several incidents involving guns. CWA Local 1180 sent a letter to Commissioner Emily Lloyd to discuss movement of the Administrative Manager's list with no response from the Commissioner. The letter was referred to Deputy Commissioner Ritter after the meeting. We have received tentative dates to meet next month.

HRA (Human Resources Administration)

HRA scheduled a walkthrough of the World Trade Center for its upcoming relocation. The walkthrough is scheduled for three days from 10:00 a.m. – 3:00 p.m. as follows:

Thursday, January 22, 2015 — 10:00 a.m. – 11:00 a.m. Stockroom/Mailroom

Monday, January 26, 2015 — 10:00 a.m. – 3:00 p.m. Floors 36 – 43

Tuesday, January 27, 2015 — 10:00 a.m. – 3:00 p.m. Floors 30-35

Staff Representative Vacancy

19 resumes were received; nine candidates were selected and interviewed. Four candidates have been chosen to come in for a final interview on January 21, 2015.

Private Sector Shops ALIGN

January 15, 2015 — CWA Local 1180 Representative Kevin Lynch, with members of new shop ALIGN, held their second negotiations for their first contract that went well.

Amnesty International

This organization is launching a major street canvass to secure broad public support for its mission. They expect to hire 200 canvassers nationwide. Kevin Lynch will organize the canvassers to become another bargaining unit for Local 1180 in Amnesty International.

NYS Office of Court Administration

January 5, 2015 — CWA Local 1180 members (8) voted yes to accept the proposed contract. The contract covers from April 11, 2011 through

March 31, 2016. The contract is as follows:

- \$1,000 one-time payment upon ratification of the contract.
- Effective retro-active to October 1, 2014 2% or \$1,000, whichever is greater on members basic salary.
- Effective April 1, 2015 2% or \$1,000, whichever is greater on members basic salary.
- Longevity bonuses.

First Vice-President Gina Strickland reported the following staff representative activity for the month of December 2014:

Counseling/warning sessions	2
G.O. 15 – New York Police Department	5
Hearing Preparations	6
Hearings	13
Investigative Hearings	1
Labor Management Meetings	8
Off-Site Meetings	3
Site meetings	8
Walk-Ins	6
Appointments	3
Telephone calls received	784

Site Meetings

Department of Education
388 E. 125th Streets, Manhattan

NYCDOC
1 Helleck Street, Bronx

NYCTA
130 Livingston Streets, Brooklyn

DOITT
255 Greenwich Streets, Manhattan

Metropolitan Hospital
1910 1st Avenue, Manhattan

HRA SNAP 45
1375 Jerome Avenue, Bronx

City Planning
22 Reade Street, Manhattan

ACS
400 E. 145th Streets, Bronx

Motion was duly made, seconded and carried to accept the First-Vice President's Report.

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Education

Online Accord Workshops: Will be conducted at Local 1180 throughout the month of January 2015. One of the purposes of an Online Account is to assist individuals planning to study for the upcoming Administrative Manager and Principal Administrative Associate exams. The course materials will be available on-line and you must have an Online Account to access the materials.

Orientation and Information Sessions: During the month of February 2015, Orientation and Information Sessions for the Administrative Manager and Principal Administrative Associate exams will be conducted at Local 1180. Registration will be online.

Administrative Manager Exam Prep Course: Scheduled to begin on March 3 and will end the first week of June. Registration will be online. DCAS has indicated that filing for the exam will be February 4–24, 2015, with an exam date of June 13, 2015. The exam filing fee is expected to be \$67.00 for the Promotional exam and \$67.00 for the Open Competitive exam.

Principal Administrative Associate Exam Prep Course: The test date to be announced. DCAS has indicated that there will be a promotional exam and an open competitive exam for Principal Administrative Associate. DCAS will announce the filing dates, exam date and filing fee in the future.

Civil Service

The following NYC Agencies and Authorities have Administrative Manager Promotional Lists still in existence from lists established in 2009 (exam number 6529). The lists are currently

scheduled to expire on July 29, 2015:

NYPD, ACS, HRA, DHS, Law Department, DOE, Corrections, TLC, DFTA, OPA, Police Pension, HPD, Probation, DOHMH, DEP, Finance, Consumer Affairs, New York – DA, NYCHA

Political Action

Governor Cuomo is expected to call a special election to fill the vacant seat for the 11th Congressional District of NYS that was vacated by Michael Grimm. In addition, there should be a vacancy in the 43rd Assembly District of NYS. Incumbent Assemblyman Karim Camara is expected to accept an appointment with the Cuomo Administration.

The Political and Legislative Committee will continue to monitor the prospect of a NYS Constitutional Convention. If a convention is not called, New Yorkers will continue to work from the current constitution. However, if a convention is called, everything contained in the current constitution can be subject to change, including pensions for public (government) employees in NYS. Needless to say, this would be a paramount issue for us.

The date of the CWA District One Albany Lobby Day to be announced.

Motion duly made, seconded and carried to accept the Second Vice President's Report.

Secretary-Treasurer's Report

Secretary-Treasurer, Gloria Middleton presented the Income and Expenditures Report as well as the Check Register for the month of December 2014. She advised that the T.D. checking account has a balance of \$489,820.39 as of C.O.B. January 19, 2015.

Secretary-Treasurer Gloria Middleton presented the October 2014 through September 2015 Budget. Motion to accept the budget was made, seconded and carried.

Secretary-Treasurer Gloria Middleton reminded everyone that the Annual Festival of Cultures: Celebrating Family is on Saturday February 7, 2015 from 12:00 noon – 4:00 p.m. at Boys and Girls H.S., 1700 Fulton Street, Brooklyn, N.Y. Complete details can be found on the website www.cwa1180.org.

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

Hilary Bloomfield announced that she will be a guest speaker at Bronx Borough President Ruben Diaz Jr's Public Hearing on the Mayor's Preliminary Budget for Fiscal Year 2016. The hearing is scheduled for February 5, 2015 from 10:00 a.m. to 12:00 p.m.

Venus Colon-Williams reported that the Annual Hispanic Committee Pajama Drive was a tremendous success. 127 pajamas were collected and taken to the Women in Need Foundation and the pajamas will be distributed at their locations throughout the Five Boroughs. Venus thanked everyone for their participation.

Denise Gilliam advised that the Women's Committee distributed socks to the Franklin Women's Assessment Shelter. They received a thank you letter from the New York City Police Department (NYPD) for the Health and Wellness Fair and will share it with the committee at the next meeting.

Debra Paylor announced that she held a site meeting at Harlem Hospital with Venus Colon-Williams and Caroline Chamorro to discuss contract negotiations. It was well attended.

The next Executive Board Meeting is scheduled for March 4, 2015.

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

Respectfully submitted,

Lourdes Acevedo

Recording Secretary

February 9, 2015

Meeting called to order at 6:18 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotas, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large

Robin Blair-Batte, Debra Paylor, Hilary Bloomfield, Charles Garcia, Venus Colon-Williams, Lisa Lloyd, Denise Gilliam, Hazel O. Worley, Absent: Lenora Smith

Prior to calling to order, Arthur called to order the PAA et al and Administrative Manager Bargaining Committees. Motion was made to suspend regular agenda in order to cover the bargaining and ratification of the PAA et al and Administrative Manager Contract and recommendation to the membership for ratification to accept the contract. Motion was duly made,

seconded and carried to accept the Second Vice-President's Request.

President's Opening Comments

Arthur opened the meeting welcoming Hilary Bloomfield and Robin Blair-Batte new to the Executive Board, PAA et al Bargaining Committee and the Administrative Manager Bargaining Committee. Arthur stated the purpose of the meeting is to get our members paid as quickly as possible. We have been in contact with the City of New York and they have made an offer.

President Cheliotas distributed and discussed the draft Memorandum of Economic Agreement, the DC-37 2010-2017 Memorandum of Agreement, and the February 7, 2015, draft letter of mutual understanding and agreements regarding the 2010-2018 CWA Local 1180 Memorandum of Agreement with the Office of Labor Relations. This contract covers the period from October 6, 2010 through May 5, 2018. The contract is as follows:

Ratification Bonus: A lump sum payment in the amount of \$1,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Memorandum of Agreement to those employees who are on payroll as of the date of ratification. The ratification bonus shall be pensionable, consistent with applicable law.

General Wage Increases:

Effective Date	General Wage Increase
April 6, 2012	1.00%
April 6, 2013	1.00% compounded
April 6, 2014	1.00% compounded
April 6, 2015	1.50% compounded
April 6, 2016	2.50% compounded
April 6, 2017	3.00% compounded

After discussing the documents, both the PAA et al and Administrative Manager Bargaining

Committees voted unanimously to recommend ratification of the MOA. Our Administrative Managers Bargaining Committee voted to accept the proposals in Commissioner Linn's letter. The Local 1180 Executive Board unanimously voted to recommend ratification of the MOA to the membership. The Local 1180 Executive Board also authorized President Arthur Cheliotas to sign Commissioner Linn's letter. Local 1180 will begin their ratification process and will notify the City of New York of our timetable as soon as it is determined.

A motion was duly made, seconded and carried to accept the contract.

Motion was duly made, seconded and carried to adjourn at 6:57 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 4, 2015

Meeting called to order at 6:18 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotas, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer

Members-at-Large

Robin Blair-Batte, Debra Paylor, Hilary Bloomfield, Lenora Smith, Venus Colon-Williams, Lisa Lloyd, Charles Garcia, Hazel O. Worley, Denise Gilliam

Minutes of the January 20, 2015, and February 9, 2015, were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Opening Comments

Motion was made to suspend regular agenda in order to welcome Mrs. Annie Hill. Arthur introduced Annie Hill, CWA Secretary-Treasurer. Mrs. Hill attended the meeting to ask for our support for re-election.

President's Report

President Cheliotas discussed the highlights of his schedule since his last Executive Board Meeting:

February 13, 2015 — held Board of Trustees meeting.

February 13-18, 2015 — attended the National Labor Movement Conference in Hollywood, Florida.

February 20, 2015 — conducted a conference call with CWA National Defense Fund Oversight Committee (DFOC).

March 3, 2015 — held meeting with HRA Commissioner Steven Banks to discuss movement of the Administrative Manager's list.

March 4, 2015 — conducted conference calls to the Murphy Institute to discuss Space and the Taskforce. Called Mario Cilento, President of the NYS AFL-CIO, to discuss setting up a meeting with the NYS Assembly Speaker Carl Heastie.

President Cheliotas distributed and discussed the letter dated February 1, 2015 from Mirkin & Gordan, P.C. He also presented monthly activity report submitted by Steve Ferrer, Organizer dated March 4, 2015.

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

First Vice President's Report

First Vice President Gina Strickland reported:

Health and Hospital Corporation

A Stipulation of Settlement has been signed by CWA 1180. It's awaiting appropriate signatures from the Corporation in reference to the Improper Labor Practice concerning the title change of ACMs to BHAs at Kings County Hospital. The settlement will restore all that was lost to the members and make them whole. It will

also reimburse CWA 1180 contributions on behalf of the members to various funds.

Another Improper Labor Practice was filed against HHC in reference to retaliation against a shop steward conducting union business. February 25 was the deadline for HHC to respond to the charges.

Meet and Greet Commissioners

DHS (Department of Homeland Services)

February 4th — President Cheliotas, Staff Representative Robin Blair Batte, and I met with Commissioner Gilbert Taylor to discuss the movement of the Administrative Manager List. He stated that appointments had been made, however we asked that they review the list of candidates again. Also noted that some Supervisors would like to upgrade their subordinates based on their work and duties. We also discussed our Education Program and offered to assist in training that DHS may need in the future.

(ACS) Administration for Children Services

February 5 — President Cheliotas, Staff representative Venus Colon-Williams and I met with Commissioner Gladys Carrion and her staff to discuss the movement of the Administrative Manager List. They indicated that there were no Provisionals serving in this title. We asked that they revisit the candidates on the list and review their job duties to see if their position can be upgraded. We also stated that according to the OCB decision for Administrative Manager it was noted several positions job duties was deemed Administrative Manager. We presented the letter that was previously sent without response. Subsequently from this meeting just this week we received a response that must be reviewed.

(DEP) Department of Environmental Protection

February 23 — Staff Representative Catherine Alves and I met with David Cohen, Director of Labor Relations, Aaron Feinstein and Zoe Ann Campbell to discuss the Administrative Manager List. According to our records, only 11 appointments were made from the 162 name list. It was stated it was approximately 25. We asked for the list of appointees and their list numbers. I discussed that two appointments were made but those individuals are no longer working at DEP and asked if those appointments were filled. There were also a few other positions whose job duties were deemed Administrative Manager Levels 1 and 2 that we believe are being held by different titles and requested an answer. It was stated that by the Union that Provisionals were appointed in this title when there is a viable list in existence and asked for clarification. DEP management could not answer these questions but will review and get back to us.

Human Resources Administration

March 3, 2015 — President Cheliotas, Gerald Brown, Robin Blair Batte and I met with Commissioner Steve Banks and his staff to discuss the movement of the Administrative Manager

List. HRA has made a few appointments but still has more than 500 candidates on this list. We discussed various positions that we deem as Administrative Manager and suggested over positions that could possibly be upgraded to Administrative Manager. Commissioner Banks assured us that he will definitely have his staff move on this. He also stated that he looks forward to continuing working with us.

Staff Representative Vacancy

We selected four candidates to return for a second interview with President Arthur Cheliotas, Secretary-Treasurer Gloria Middleton, and I. Each candidate was quite impressive. It was a very tough choice and very close but we selected Shop Steward Olivia Lyde from Coney Island Hospital. Ms. Lyde should be joining the staff later this month.

Privater Sector Shops

Align-Alliance for A Greater New York

Align negotiations have taken place on January 15, February 4, and the last session held on February 18. The negotiations are steady progressing. We are holding out for many significant improvements, including raises of 5% COLA for each union member on the next three anniversaries of their hiring dates. Longevity increases and compensatory time for their frequent work on weekends. We have reached agreement on a Preamble to the contract in support of Human Rights and Labor Rights. Both sides are working toward the goal of an agreement ready for a ratification vote in mid-March.

First Vice President Gina Strickland reported the following staff representative activity for the months of January and February 2015:

Agency Walk-throughs	1
Command disciplines (CD)	3
Counseling/warning sessions	3
EEO Investigations/Interviews	3
G.O. 15 - New York Police Department	8
Hearing Preparations	5
Hearings	14
Investigative Hearings	6
Labor Management Meetings	17
OATH	1
Off-Site Meetings	5
Site meetings	31
Walk-Ins	6
Appointments	6
Telephone calls received	1,894

January and February 2015 Site Meetings

Taxi and Limousine Commission
32-02 Queens Blvd, Queens

School Construction Authority

30-30 Thompson Avenue, Queens

Dept. Environmental Protection

10 Richmond Terrace, Staten Island

HHC Coler

900 Main Street, Roosevelt Island

Dept. Environmental Protection

60 Bay Street, Staten Island

Law Department

100 Church Street, Manhattan

NYC Transit Authority

2 Broadway, Manhattan

DOITT

59 Maiden Lane, Manhattan

HRA SNAP 79

219 Beach 59th Street, Queens

DOHMH

455 1st Avenue, Manhattan

Housing Preservation & Development

210 Joralemon Street, Brooklyn

HHC Harlem

506 Lenox Avenue, Manhattan

ACS

66 John Street, Manhattan

Dept. Homeless Services

101-07 Farragut Road, Brooklyn

Queens District Attorney

80-02 Kew Gardens, Queens

HRA/MICSA

234 East 149th Street, Bronx

Finance

345 Adams Street, Brooklyn

HRA SNAP #22

2865 W. 8th Street, Brooklyn

HHC Henry J. Carter

1752 Park Avenue, Manhattan

Planned Parenthood

26 Bleeker Street, Manhattan

Dept. of Corrections

75-20 Astoria Blvd, Queens

Dept. of Investigations

80 Maiden Lane

HRA IREA

151 West Broadway, Manhattan

DYCD

2 Lafayette Street, Manhattan

DOHMH

16 Court Street, Brooklyn

HRA EBT

253 Schermerhorn Street, Brooklyn

HRA MICSA

260 11th Avenue, Manhattan

HRA OCSE

60 Lafayette Street, Manhattan

HRA MELROSE OCSE & CASA

890 Garrison Street, Bronx

ACS

150 William Street, Manhattan

IN MEMORIAM

NAME	AGENCY	DECEASED
Barbara Adams Rawlins	Fire Department	03/27/2015
Bernice Alexis	Dept. of Social Services	11/30/2014
Janis Alleyne	NYC Employees Retirement System	02/01/2015
Julia Anselmi	Health & Hospital Corp.	03/06/2015
Henry Arras	Health & Hospital Corp	09/30/2014
Dorry Battista	Civilian Complaint Review Board	02/27/2015
Dorrel Bennett	Financial Information Services	01/22/2015
Marie Benton	Dept. of Social Services	12/31/2014
Ambrose Bono	Dept. of Social Services	01/28/2015
Bernice Bostic	Dept. of Social Services	11/21/2014
Florine Brewster	Finance Administration	12/31/2014
Katie Brown	Dept. of Health & Mental Hygiene	02/05/2015
Florence Brown	Manhattan District Attorney	12/31/2014
Patricia Bryant	Department of Transportation	03/06/2015
Etta Bush	Dept. of Social Services	12/31/2014
Ethel Campbell	Dept. of Probation	12/31/2014
Anna Campbell	NYC Employees Retirement System	12/12/2014
Janice Canty	Dept. of Social Services	12/25/2014
Lottie Capel	Dept. of Social Services	12/31/2014
Angelina Caravello	Police Department	02/01/2015
Addie Carroll	Housing Preservation & Development	02/27/2015
Mabel Carter	Elmhurst Hospital Center	02/20/2015
Robert Cooper	Dept. of Social Services	02/01/2015
Marian Crumpler	Harlem Hospital Center	03/27/2015
Lawrence Davidson	Dept. of Social Services	01/31/2015
Ruth Davis	Dept. of Social Services	01/13/2015
Mertice Dawson	NYC Housing Authority	03/07/2015
Jeanette Denenberg	Comm.Bd.Asst./Comm. Liason	12/31/2014
Helen Dubin	Dept. of Social Services	11/30/2014
Barbara Eckstein	Dept. of Social Services	01/01/2015
Fanny Ellowitz	General Services	12/31/2014
Barbara Feiler	Dept. of Social Services	11/30/2014
Evelyn Fox	Dept. of Social Services	11/27/2014
Beverly Friedman	Dept. of Social Services	11/30/2014
Urella Gabriel	Department Of Education	02/20/2015
Rita Garfinkel	Department Of Education	12/31/2014
Mildred Gatling	Dept. of Health & Mental Hygiene	03/02/2015
Robert Gent	Department Of Buildings	12/31/2014
Lillian Gerson	Dept. of Social Services	12/31/2014
Anna Godoy	Dept. of Social Services	11/30/2014
Dora Goncharov	Department of City Planning	02/01/2015
Dorothy Goode	Dept. of Social Services	12/31/2014
Shirley Grady	DCAS	02/28/2015
Denise Grambs	Dept. of Social Services	11/13/2014
Jeannette Haynes	Dept. of Social Services	12/31/2014
Ida Henderson	Department of Education	03/03/2015
Juanita Henderson	Dept. of Social Services	12/31/2014
Marlene Holloway	Dept. of Social Services	11/09/2014
Sarah Hyman	Dept. of Social Services	03/20/2015
Dorothy Isaac	Dept. of Social Services	12/31/2014
Roberta Jackman	Dept. of Social Services	10/26/2014
Omiggie Kearney	DCAS	12/24/2014
Anne Kelly	Dept. of Social Services	03/22/2015
Joan Kelly	Department of Transportation	09/25/2014
Helena Kirstein	Dept. of Sanitation	12/31/2014
Bella Laibelman	Housing Preservation & Development	01/05/2015

NAME	AGENCY	DECEASED
Stephen Laurette	Administration for Children Services	03/15/2015
Robert Lewis	Office of Court Administration	03/10/2015
Veronica Lewis	School Construction Authority	01/06/2015
Robert Lipeles	Ports & Terminals	12/31/2014
Yvonne Lofton	Dept. of Homeless Services	12/18/2014
Stephen Lopez	Finance Administration	11/30/2014
James Lynch	Finance Administration	02/22/2015
Hazel Manning	Office of the Comptroller	12/31/2014
Gwendolyn Mayers	Dept. of Social Services	12/31/2014
Virginia McCarthy	Dept. of Health & Mental Hygiene	02/01/2015
Marie McKelvey	Dept. of Corrections	12/31/2014
Rita Meisler	Dept. of Social Services	02/01/2015
Julie Merchant	Dept. of Social Services	12/31/2014
Shirley Namer	Dept. of Social Services	03/12/2015
Maxine Neal	Dept. Of Business Service	11/30/2014
Tama Nelson	Health & Hospital Corp	11/10/2014
Maureen Noel	Queens Hospital Center	01/02/2015
Audrey Parker	Dept. of Social Services	12/31/2014
Maizie Parrott	Dept. of Social Services	02/16/2015
Arlene Paterno	Office of the Comptroller	12/31/2014
Dorothy Perryman	General Services	02/01/2015
Cardell Phillips	NYC Housing Authority	01/20/2015
Vera Pilchman	Dept. of Health & Mental Hygiene	01/01/2015
Roslyn Pines	Dept. of Social Services	02/06/2015
Sophia Rabinovich	General Services	03/27/2015
Hannah Rabinowitz	Dept. of Social Services	12/31/2014
Yvonne Reid	Department Of Education	10/21/2014
Emma Rivera	Fire Department	10/02/2014
Ruby Robinson	Dept. of Social Services	12/31/2014
Clara Robinson	Dept. of Social Services	12/31/2014
Cloustina Rooks	Dept. of Social Services	11/30/2014
Alfreda Rosario	Dept. of Social Services	11/30/2014
Douglas Rose	Police Department	01/01/2015
Fay Rubertone	Finance Administration	03/02/2015
Edith Rumolo	Police Department	03/06/2015
Minnie Sadler	Dept. of Social Services	12/31/2014
Thelma Salas	Administration for Children Services	02/01/2015
Doris Sampson	Dept. of Social Services	02/01/2015
Sondra Schwartz	Dept. of Social Services	12/31/2014
Mary Shyvers	NYC Police Pension Fund	12/31/2014
Edith Siegel	Housing Preservation & Development	02/01/2015
Nathan Singer	Dept. of Health & Mental Hygiene	12/31/2014
Tessie Sirota	Fire Department	11/30/2014
James Smith	Dept. of Social Services	02/01/2015
Helen Spitz	Dept. of Social Services	01/01/2015
Barry Steinman	Dept. of Citywide Administrative Services	12/31/2014
Marion Tackenberg	Central Office	03/06/2015
Barbara Thomas	Dept. of Social Services	12/31/2014
Evelyn Thomas	Dept. of Finance	03/09/2015
Shirley Tigue	Kings County Hospital Center	12/24/2014
Myra Weisberger	Dept. of Probation	01/01/2015
Claire Weiss	Dept. of Social Services	11/30/2014
Richard Whitfield	Department Of Transportation	12/31/2014
Azilee Williams	Dept. of Social Services	01/01/2015
Doreen Williams	North Central Bronx Hospital	03/21/2015
Isabel Yordan	General Services	12/31/2014



Joseph Calderon
**Former Staff Rep/
 Executive Board Member-at-Large**

It is with a heavy heart that CWA Local 1180 announces the passing of Joe Calderon, former Union Staff Representative and an Executive Board Member at Large. Joe died on April 11, 2015. "Our beloved brother Joe was a great man who gave so much of himself to the members and the Union," said President Arthur Cheliotos. "Even when he retired, he always kept in touch. He will be greatly missed by so many. Our condolences go to the entire Calderon family." Condolences may be sent to the family — his widow Sylvia, daughter Catherine, and son Paul — at their home address: 3811 Heather Way, Valdosta, GA 31605. ■



Susan Calise
Former Recording Secretary

Susan Calise, former Recording Secretary of Local 1180 for more than a decade, died peacefully surrounded by her family on February 21, 2015. She was 74 years old. Susan worked as a Legal Secretarial Assitant at the Law Department, and was instrumental in organizing the title when it was created and bringing LSAs into Local 1180. Susan helped bring our Local's office systems into the computer age and helped install the first generation of our automated claims processing. She retired in 1998. She is survived by her beloved husband Edward; loving children Karen, Charles and wife Corina, and Barbara and husband Kevin; grandchildren Kerry, Janna, Graydon and Victoria. She is also survived by her great-grandson Colin, and sisters Nan and Kathy and her husband Bill. ■



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 CWA Local 1180

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 Retiree Benefits: 212.966.5353
 Claim Forms Hotline: 212.925.1091
 Retiree Division: 212.226.5800
 Tape Message: 212.226.1180

For Out-of-Town Retirees

Retiree Division: 800.801.2882
 Retiree Benefits: 888.966.5353

Executive Board

Arthur Cheliotos, President
 Gina Strickland, First Vice President
 Gerald Brown, Second Vice President
 Gloria Middleton, Secretary-Treasurer
 Lourdes Acevedo, Recording Secretary

Members at Large

Robin Blair-Batte, Hilary Bloomfield, Charles Garcia,
 Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith,
 Venus Williams, Hazel Worley

Communications Director

Communique Editor/Designer

Marci Rosenblum
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 Gerald Brown, Helena Crump, Dan Cunningham, Lorraine Gamble-
 Lofton, Ranti Makinde, Tanya Melbourne,
 Gloria Middleton, Shea Roper, Edward Yood

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Continued from page 17

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

HHC Jacobi
 1400 Pelham Parkway, Bronx

Motion was duly made, seconded and carried to accept the First Vice President's Report.

Second Vice President's Report

Second Vice President Gerald Brown Reported:

The Annual CWA District One Albany Lobby Day is scheduled for Tuesday, April 28, 2015. The primary issue this year will be Housing Legislation and Rent Regulation Laws. All Local 1180 members and retirees are invited to participate. An email blast will be sent to everyone for whom we have an email address. In addition, complete details can be found on the website at www.cwa1180.org

The Administrative Manager Exam Prep Course is underway. More than 1,000 members are taking the course at Local 1180. In addition, many more have elected to take the course online. Members can start the on-line course at any-

time and there is no cutoff date for the on-line course.

DCAS has open filing for the PAA Promotional and Open Competitive exams. The exam date is Saturday, August 3, 2015. CWA Local 1180 has started registration for the PAA Prep Course, please refer to our website @www.cwa1180.org

The Trans Pacific Partnership (TPP) Trade Legislation continues to be a threat to Americans in many ways, the most being the tremendous loss of jobs. There are three upcoming town hall meetings scheduled with key members of the NYS Congressional Delegation who are on the fence with TPP: Joseph Crowley, Charles Rangel and Gregory Meeks. Hopefully, pressure from town hall meetings and their constituents will persuade them to do the right thing and oppose TPP Legislation.

On May 5th, there will be a special election in NYC for the following two open seats:

- The 11th Congressional District on Staten Is-

land and Brooklyn. The executive board will make a decision on this race.

- The 43rd Assembly District of New York in Brooklyn. The Political Action Committee will interview candidates on Saturday, March 28th and subsequently make a recommendation to the executive board for an endorsement.

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

Secretary-Treasurer's Report

Secretary – Treasurer, Gloria Middleton presented the Income and Expenditures Report as well as the Check Register from January through February 2015. She advised that the T.D. checking account has a balance of \$515,912.04 as of C.O.B. March 3, 2015.

Secretary – Treasurer, Gloria Middleton reminded everyone that the Annual Festival of Cultures: Celebrating Family: held on Saturday

February 7, 2015 at Boys and Girls H.S. was well attended.

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

Hilary Bloomfield announced that she was a guest speaker at Bronx Borough President Ruben Diaz Jr's Public Hearing on the Mayor's Preliminary Budget for Fiscal Year 2016 on February 5, 2015.

The next Executive Board Meeting is scheduled for April 9, 2015.

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

Respectfully submitted,

Lourdes Acevedo

Recording Secretary

Communications Workers of America, Local 1180

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CAREER ADVANCEMENT

UNION SUPPORTS MEMBERS WITH EXAM PREP COURSES

By Marci Rosenblum, CWA Local 1180 Communications Director

Thirty-two years ago, CWA Local 1180 took the City of New York to court to force the Koch Administration to remove provisional appointees holding positions that should have been filled by qualified candidates from the Administrative Managers list. This step would have given the provisionals the opportunity to pass their final test, a one-year probationary period, and become permanent City employees.

“Great practice for test taking. I found all [my] instructors to go above and beyond and out of their way for the students.”

The problem was that Local 1180 wasn’t sure that these provisionals had the educational preparation they would need to pass the exam.

So the Union took the matter into its own hands, and developed a series of prep courses geared toward helping them succeed.

Based on test information from the City’s notice of examinations, Local 1180 carefully crafted a study guide with pertinent information and questions that would enable those wanting to take the test to have a framework in which to prepare. That initial prep program was so successful that today, more than 1,000 members are taking advantage of the prep courses offered by the Union.

“While many career civil servants would know exactly what material to study and how to prepare, some of our more newer members would not,” said Jocelyn Richardson, Director of the Union’s Education Fund. “The prep program we are running now for Administrative Managers drew an enormous enrollment and has received great feedback.”

One participant, in filling out his prep exam evaluation, wrote “Great practice for test taking. I found all [my] instructors to go above and beyond and out of their way for the students.”

Others wrote: “Very good. Exceeded my expectations. I learned a lot of test tips from the instructor.” “This class was very stimulating to my mind and very empowering. It was a very good method in preparing for the exam.” “This training has provided me with the way to think through to find the correct answers to the questions.”

DCAS has published a tentative exam schedule for 2015, and the two major titles of Local 1180 — Administrative Manager and Principal Administrative Associate — are on that list. The Education Fund’s program is designed for both those members who prefer to study online at home using the interactive features and for those who prefer to study in a classroom setting.

The material for part one of the prep program was divided into sections geared toward helping participants for both the Administrative Manager (AM) and Principal Administrative Associate (PAA) tests focus on specific areas of content that will help them successful master the exam, including the hiring process, conflicts of interest and ethics, math skills with timed, in-class exercises, basic English grammar and usage, exam strategies and test-taking techniques. Part two of the program was developed for use by PAA exam candidates and included sections on supervisory techniques.

“The enrollment and attendance we had this year were amazing,” Richardson said. “Education is the backbone of Local 1180 and something we strive to provide for our members all the time. We offer many opportunities for our members to advance themselves, and the exam prep program is just another way for our union to give back to the membership.”