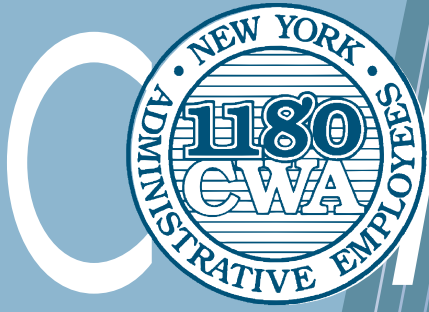


FALL 2015



COMMUNIQUE



STATE OF THE UNION

RIGHT TO WORK LAWS
DO NOT GIVE WORKERS A RIGHT TO WORK

**WHY YOU NEED
A LABOR UNION**
36 REASONS ... SO FAR

Union Power



THE STATE OF THE

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By Marci Rosenblum
Local 1180 Communications Director

In the past five years, state legislators across the country have launched unprecedented initiatives aimed at weakening unions, lowering labor standards, and eroding workplace protections for both union and non-union workers alike. As if this wasn't bad enough, combine these political attacks with attacks from the media, the private sector, and even the United States Supreme Court, and labor unions of all sizes are finding their backs up against a brick wall.

But not to fear. Unions, including CWA Local 1180, are fighting back against the anti-labor rhetoric being spewed from all walks of life — hence the ultra-importance of members supporting their union, banding together in solidarity, and fighting to maintain rights that have been hard-won throughout the years (see “Benefits Under Attack” on page 5). What's important now is to send a strong message that organized labor is not to be toyed with. In states like Wisconsin, where Governor Scott Walker has done everything in his power to undermine labor's strength, union members are depicted as lazy and overpaid, and the root of all evil, including the collapse of many pension systems. This, unfortunately, is the message rampantly spreading throughout the country.

Unions have experienced an unfortunate decline in membership in the last decade. Two major consequences of this are that the American middle class is also in decline, and that Americans are hearing less about what organized labor means, and most knew very little to start with. As of today, there are 60 national unions representing more than 14 million workers throughout the country. No matter what work you do, there's a union that represents you – from administrative assistants and computer professionals to police, firefighters and doctors; from teachers and bus drivers, to sanitation workers and engineers. People who aren't in a union or don't know anyone in a labor union are often unsure of what labor unions do and why someone would want to join. In fact, what most Americans know about labor unions is what they hear and read in the corporate-controlled media — and we all know how inaccurate those reports truly are.

“Labor is the backbone of this country, of this state,” said Local 1180 President Arthur Cheliotis. “We are being depicted as the bad guys and the reason for high taxes, when in fact, we are hard-working men and women who provide services that New York City needs. Government workers like us are the foundation upon which commerce, industry, and civil society are built. If we don't do our jobs then the

whole system collapses. That is why we need to work on enhancing membership and rebuilding what so many politicians are looking to undermine. We need to be proud of our union, proud of labor, proud of our accomplishments, and proud to talk to others and tout who we are.”

According to the Bureau of Labor Statistics, in 1963 union representation was 23.3 percent of all private and public workers. Today, that number has dropped to less than 12 percent. Yet, even with declining numbers, labor organizations are starting to show new creativity and aggressiveness in attaining their goals. One example of this solidarity is unions mobilizing for workers who weren't their members in the Fight for 15 movement for a \$15 hourly minimum wage for fast food workers, despite so few of these workers belonging to a union. Local 1180 participated in a huge Fight for 15 Rally in New York City that drew the attention of major media outlets. This type of union pressure to raise the minimum wage in the restaurant and retail industries has greatly helped place higher wages for low-income workers on the agenda for politicians and labor-intensive companies. In New York, Governor Andrew Cuomo even jumped on the bandwagon, knowing that it would help his approval rating, and has pushed for a \$15-an-hour minimum wage. With Vice President Joe Biden at his side, Cuomo announced an across-the-board \$15 minimum wage in New York City by 2018 and upstate by 2021. The move will likely require legislative approval. However, the New York State Labor Commission already has approved a \$15 wage for workers in the fast-food industry. Chalk up another one for labor.

The Fight for 15 is “significant in two ways,” according to one veteran Chicago labor attorney and expert on unionization topics. “It shows there's some point in going out and disrupting, and it builds morale, even if it hasn't brought in a lot of dues yet.” But the point is that once these fast food workers realize that their hourly wage was increased thanks to the efforts of organized labor, more will want to join the movement, thereby increasing the percentage of those belonging to a union.



JUNION

It's time to start targeting younger workers and bringing them into labor's fold. According to one report from the second quarter of 2015, only 4 percent of employed 16- to 24-year-olds are union members, and the membership rate for workers 25 to 34 years old is less than 10 percent. Young workers are typically the first to be fired, regardless of what they bring to the table. Workers aged 45 to 64 have the highest union participation rate at 14 percent. Given the choice between purchasing Netflix or purchasing union membership, younger workers are opting for Netflix.

For too long the growth of technology and the global economy has created a real crisis for labor unions in America. According to a report in the *New York Times*, "While the country's manufacturing output continues to grow steadily, it no longer produces significant job growth. [U.S.] factories compete against low-wage foreign labor by investing in automated machinery and implementing new techniques to make them far more productive. Since 2000, factories have shed more than five million jobs."

One advantage for CWA Local 1180 is that the work performed by members cannot be easily moved to a low-wage country. But that doesn't mean that the Local isn't faced with a myriad of other challenges.

"The City needs its workers to actually be located in the City," Cheliotis said. "However, it doesn't mean that government officials can't come after us in other ways, like trying to eliminate positions, shift benefit costs to workers, or increase our workloads beyond what's imaginable for one person. Another tactic, one that was used extensively by the Bloomberg Administration, is the contracting out of work that City workers could perform. City Time for example — an effort to eliminate 500 timekeeping and payroll jobs citywide — cost the City hundreds of millions of dollars in overruns. In fact, the expense was nearly 10 times more than paying the workers it was designed to replace. Unions joined together, did the investigations, and exposed the waste and corruption and forced the contractors to pay back the City. If we let them divide us, they will conquer us. If we stand united within our union and throughout the labor movement, we will succeed."

Cheliotis said the demise of unions will mean the demise of collective bargaining, and without collective bargaining, there is only individual begging. That means every man for himself. "Try to picture how that is going to play out," he said. "Every one represented by Local 1180 will be sitting down with their manager trying to justify why they are entitled to a raise, or to even keep their job. There will be no grievance procedure. It will be brutal. Unions make life better for everyone, everywhere. A unionless future will lead to elimination of the middle class and a grim future for our children and grandchildren."

The labor movement in the United States grew out of the need to protect the common interest of workers. And this still holds true today. While there are reportedly millions of workers in the labor force who have no possibility of organizing and collective bargaining, there are regions seeing big increases in membership. Take California for example, which has seen a tremendous increase led largely by healthcare employees and Latino workers. Unions are a political force in many states and are also a fighting force for social policies benefiting all workers. Unions are leading the fight to raise the minimum wage, protect pensions, and advance health insurance. But all of these successes do not outweigh the challenges organized labor is up against today.

Mark Twain said it best: "The reports of my death have been greatly exaggerated." The media reports constantly about the death of the labor movement, and these reports are definitely blown out of proportion. Usually they contain some variation of the argument that unions were needed in the old days, but are now obsolete as all the tough work has been done.

It's not yet time to write the obituary for labor unions.

"We are far from dead. In fact, despite corporate media's marginalization of unions, recent polls show that more Americans understand they need unions to reach and stay in the middle class," Cheliotis said. "New York is a labor state; we always have been and we always will be. We have been very accomplished at representing members' interests in the workplace; now we need to focus on new and emerging times, providing advanced education for our members so they are less disposable in today's marketplace. While a tremendous amount of industrial work is being farmed out to low-paying overseas companies, the one sector where the unions remain highly relevant is government."

That's because unions fit more comfortably into government workplaces than the private sector. But now the U.S. Supreme Court is prepared to strike down laws requiring public employees to pay unions dues, a major threat to organized labor. The Justices have agreed to hear a California case (*Friedrichs v. California Teachers Association*) challenging the requirement that teachers pay their fair share of the cost to unions for negotiating better pay, benefits, and pensions, even when they disagree on political and ideological issues. "The Supreme Court is revisiting decisions that have made it possible for people to organize for a voice at work and in their communities — decisions that have stood for more than 35 years — and that have allowed people to work together for better public services and vibrant communities," said a statement from five union leaders representing teachers and other government workers.

In a ruling last year, Justice Samuel A. Alito, Jr., writing for the majority, welcomed a lawsuit such as this. Alito embraces an ideology that anyone familiar with European history in the 1930s recognizes. It is organized money bringing together government and corporations to rule a nation for the good of the corporations. It is called fascism and today, as it was then, it is funded and supported by corporations and the 1 percent. They want to return us to a time before unions, and in the name of individual freedom, give each worker the "right to work" as individuals, based on the absurd claim that a single worker can negotiate wages as an equal with a rich and powerful boss. "The biggest fear of organized money is organized labor because only when workers are organized can they negotiate as equals to their bosses," Cheliotis said.

If we let them divide us, they will conquer us. If we stand united within our union and throughout the labor movement, we will succeed.
The demise of unions will mean the demise of collective bargaining, and without collective bargaining, there is only individual begging.

"This case is one of the many that is eroding the gains that workers seeking dignity, justice, and respect have fought for and died for since the Industrial Revolution. Only organized workers in labor unions can fight organized money and build on our past gains to secure our future. Unions across the board are paying close attention to this case, as the outcome could severely impact how organized workers will fight in the future," Cheliotis said.

A January 27, 2015, article on prospect.org sums it up: "We can't deny or minimize problems and challenges. But we often go too far in decrying unions' fate. Get a grip; the labor movement is stronger than it looks. A lot of good organizing is going on, and most unions are doing an effective job at the bargaining table. Unions are a force in important regions and industrial sectors, still politically potent, and still bringing new groups of workers into their ranks."

When most people think of politics and the political process, images are conjured up of smoke-filled rooms, unscrupulous elected officials, and in the case of New York State, corruption. By definition, politics are the activities associated with the governance of a country, state, city, or other municipality. So why do unions get involved in politics?

The answer is simple; there is no other choice.

A more indepth look into the definition of politics reveals why. Politics are the activities related to influencing the actions and policies of a government, or getting and keeping power in a government; the work of people who are a part of government; the opinions that someone has about what should be done by governments. Every action, or inaction, of elected leaders sets off a domino effect. Decisions made by elected politicians impact union members in their workplaces, their homes, and in their communities.

Unions need to be involved to influence, opine, make a difference, and protect members. For every action there is an equal and opposite reaction, meaning that every decision, every law, every change that political leaders make at some point comes back to impact unions.

UNIONS & POLITICS

WHY BE INVOLVED **Marci Rosenblum, Communications Director**

Labor needs a permanent presence in communities across the country to beat back the constant and ever-escalating barrage of attacks the likes of what's taking place in Wisconsin, Ohio, Indiana, and many other states. Changing political tactics and a weakened labor movement are not a good combination for the future. That's why unions have upped their ante by increasing their presence in the political game.

"Unions have always played a part in elections and government," said Gerald Brown, Local 1180 Second Vice President and Political Director. "We have organized volunteers from within our ranks to make calls, hand out fliers, and work the polls. We have a presence in Albany, the City Council, and even in Washington, DC. Fully mobilized, our Local is a game changer and that's the position we want to be in."

Politics runs the gamut. "There is nothing that is not political. Everything is politics," wrote German novelist Thomas Mann. While people would like to think that if they ignore politics it will go away, that is far from reality.

"If we choose to stay out of politics and remain uninvolved as a labor movement, we will get exactly what we deserve — nothing," Brown said. "If we don't voice our opinion, if we don't stand up for ourselves and our brothers and sisters throughout the labor movement, then those we disagree with will win and we will be the victims of our own inaction. If we are involved, we are taking control of our own lives."

Unions do not exist in a vacuum and are becoming steadily more involved in politics for reasons that just didn't exist in prior decades: Right-to-Work laws, anti-union media campaigns, the Employee Free Choice Act, and international trade agreements like the Trans-Pacific Partnership (TPP), the North American Free Trade Agreement (NAFTA), the Trans-Atlantic Free Trade Area (TAFTA).

During the past few years, union-curbing legislation has been introduced in many states, mainly in the midwest. One of the best-known examples is in Wisconsin, where Governor Walker signed a law ending collective bargaining for public-sector workers. Indiana and Michigan followed by passing right-to-work legislation, which prevents unions from forcing workers to be members, and keeps dues out of politics. Here's the domino effect in action again.

Combine these political attacks with an escalation of aggressive employer campaigns against union representation and you've got a one-two punch sure to knock labor out of the ring unless labor remains a force in the political movement.

Hence the need to put more labor-friendly politicians into office. With the proportion of American workers belonging to unions falling from about one in three in the 1950s to only one in nine today, it's vital to increase labor-friendly prominence in government, and labor can help.

Wage stagnation and income equality are on today's political agenda. When labor got involved in the fight to increase the minimum wage for fast food workers to \$15 an hour, politicians saw the strength of millions of voters and reacted.

Even though it's only about 11 percent of all workers who are currently union members, Americans — whether unionized or not — should take note because unions give workers a bigger say in our political system. A number of academic studies have found that unions strengthen the middle class and significantly reduce economic inequality. Therefore, 11 percent of all workers are in essence helping the 99 percent.

According to an article on americanprogressaction.org, "Unions help boost political participation among ordinary citizens — especially among members, but also among nonunion members — and convert this

participation into an effective voice for pro-middle-class policies. This explains why states with a greater percentage of union members have significantly higher voter turnout rates, as well as higher minimum wages, a greater percentage of residents covered by health insurance, stronger social safety nets..."

In a nutshell, unions play a critical role in making the political system work for the middle class by increasing voter participation and advocating for policies that help the middle class.

Here's an interesting fact and yet another reason why labor needs to stay involved in the political and election processes: A 1 percentage point increase in union density in a state increases voter turnout rates by 0.2 to 0.25 percentage points according to analysis by two political scientists. In other words, if unionization were 10 percentage points higher during the 2008 presidential election, for example, 2.6 million to 3.2 million more Americans would have voted.

A similar pattern holds for communities of color. Voters of color are just as likely to vote as white voters in districts with union campaigns, but are 9.3 percent less likely to vote in districts without campaigns.

Bottom line? Unions play an extremely important role in getting ordinary citizens involved, getting them out to vote, translating workers' interests to elected officials, and ensuring that government serves the economic needs of the middle class. It is impossible to live and work in New York, in America, without being involved in the political process when it is embedded in our everyday lives. By staying involved, we protect ourselves and the gains we have won throughout the years, and we make an impact on electing politicians who understand and support our causes.

Unions know how to make the domino effect work to their advantage. ■

RIGHT TO WORK LAWS

DO **NOT** GIVE WORKERS A RIGHT TO WORK

Catherine Alves, Staff Representative & Marci Rosenblum, Communications Director

Right to Work is a misleading name for a law that has done nothing to actually give workers a right to work. Despite its name, this type of law does not guarantee anyone a job and does not protect against unfair firing. In fact, the goal of Right to Work (RTW) laws is to undermine unions and weaken the best job security protec-

Basically, it's getting something for nothing. It's freeloading. It's taking advantage of your co-workers who do pay dues ... and it's WRONG.

tions workers have — the union contract. Just ask workers living in any of the 25 states that have passed RTW laws: Alabama, Arizona, Arkansas, Kansas, Florida, Georgia, Idaho, Indiana, Iowa, Louisiana, Michigan, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, and Wyoming. As of yet, New York is not on that list, and with the power of the labor movement in this state, most likely won't ever be.

RTW laws, in simple terms, mean that workers will have the option of paying or not paying union dues and belonging to the union, but the union will still have to represent them when it comes to contract negotiations, grievances, benefit enhancements, and more. This, of course, begs the question as to how a union is supposed to do all this with severely diminished funds. This scenario equates to going into a store for a new sweater and telling the cashier that you aren't going to pay for it; the person behind you can cover the charge.

Basically, it's getting something for nothing. It's freeloading. It's taking advantage of your co-workers who do pay dues ... and it's WRONG.

If workers who are represented by a union and don't pay dues are fired illegally,

the union must use its time and money to defend them even if that requires going through a costly, time-consuming legal process. Since the union under RTW laws must represent everyone, then everyone should have to share in the cost of providing services. Amazingly, non-members who are represented by a union can even sue the union if they think it has not represented them well enough. Talk about draining the resources of the union and taking away time from dues-paying members.

If the "Right to Work" ruling goes against members paying union dues to their unions, the following will happen:

- Union staffing will be drastically reduced, thereby increasing the length of time it takes to address members' concerns and issues
- Union resources will not be sufficient enough to pay for arbitrations, such as the current one involving Administrative Manager salaries
- Union-provided benefits would be in jeopardy
- Unions will have fewer Reps to handle the same number of grievances
- Unions would lose strength at the bargaining table
- Services now offered by Local 1180, like legal services and educational programs, could be reduced
- Organizing campaigns will be reduced due to a lack of resources, as will crucial political involvement
- Discounts and service savings offered to members via outside vendors would be at risk, such as the mortgage program with Wells Fargo and the car insurance savings program with Liberty Mutual ■

BENEFITS UNDER ATTACK

In 1897, President Grover Cleveland made Labor Day a federal holiday, reacting to pressure from unions following the contentious Pullman Strike, a nationwide railroad strike on May 11, 1894, that pitted the American Railway Union (ARU) against the Pullman Company, the main railroads, and the federal government. During the next century, unions fought to win varied benefits for Americans, ranging from widespread employer-sponsored health care to reduced workdays. Now however, many of these hard-fought benefits are under attack (excerpted below from billmoyers.com). With unions of all sizes banding together to fight back, as is the case in New York with the Municipal Labor Committee of which Local 1180 is a member, some of these benefits under attack are being salvaged.

- **Pensions:** Thanks to federal reforms and labor activism, private sector pension plans proliferated in the 20th century. In March 1949, the National Labor Relations Board ruled that companies had to bargain with their unions over pensions. Today, pensions across the country are under attack. In 1979, 38 percent of private sector workers had access to a defined benefit plan. By 2010, only 15 percent had similar access. Meanwhile in the public sector, both state and local governments continue to cut pensions even while handing out massive tax giveaways to corporations.
- **Right To Organize:** One right unions gave America is the ability to collectively bargain for better wages, benefits, hours, and working conditions. In the 1950s, more than a third of Americans belonged to unions; in 1952, there were 470 strikes involving 2.7 million workers. The recent wave of anti-union laws and aggressive anti-labor tactics by businesses has meant

that far fewer Americans have been able to join a union.

- **Income Equality:** As unionization peaked in the middle of the last century, so did income equality. Incomes became dramatically more equal in the 1940s and remained roughly stable through the postwar economic booms of the 1950s and 1960s. But as researchers at the Center for American Progress found, as union membership decreased, the middle class' share of national income shrunk at a similar rate.
- **Access To Health Care:** The rise of unions in the 1930s and 1940s led to the first great expansion of health care for all Americans, as labor unions banded workers together to negotiate for health coverage plans from employers. In 1942, the U.S. set up a National War Labor Board that had the power to set a cap on all wage increases. However, it let employers circumvent the cap by offering fringe benefits like health insurance.

Today, corporations and governments are cutting health benefits and fighting the implementation of the Affordable Care Act, which unions helped pass.

- **Fair Hours:** In the late 19th century, unions started to call for an eight-hour workday, and on May Day in 1886, more than 300,000 Americans went on strike for a shorter work day. By the 1950s, most workers had 40-hour weeks. Before this burst of labor activism, the average workweek for Americans was much longer — in 1870 it was 61 hours. In the post-WWII era, the average American worker worked less hours than even a French worker, but the trend reversed itself in the 1980s and the last few decades have seen Americans working more for less. During the same time, pro-



ductivity separated itself from wages, meaning Americans were working more hours while not necessarily reaping the benefits — likely another outcome of declining unionization. While these attacks on workers and their rights have been incredibly damaging, there is reason for optimism. As workers continue to organize to beat back attacks on American labor rights, they can turn to workers in the fast-food industry for inspiration. ■



ARTHUR CHELIOTES

President

How Local 1180 Became a Union and Joined the Labor Movement

I have had the benefit of being a union member since I was a student at Queens College in 1969. My first union was the Teamsters when I worked as a part-time luggage and cargo handler at Kennedy airport earning \$4 an hour when minimum wage was \$1.25 and a gallon of gasoline was 28 cents; I was then a Teamster substitute limousine driver for funerals. I also had a third, part-time job unionized by DC37 working for the City University of New York as a College Assistant. CUNY workers had just won collective bargaining rights in the 1960s and I was earning more than \$8 an hour. After graduating in 1970, I worked all three, part-time jobs, made enough to rent an apartment, and get married that same year. Finally, I was appointed from a civil service list in 1972 as an Income Maintenance

Specialist in HRA. My wife was a UFT member and we were able to purchase a three-family home. I scored well on the promotional test and was appointed to Administrative Assistant (now PAA I), a job represented by CWA Local 1180. I have been a member ever since.

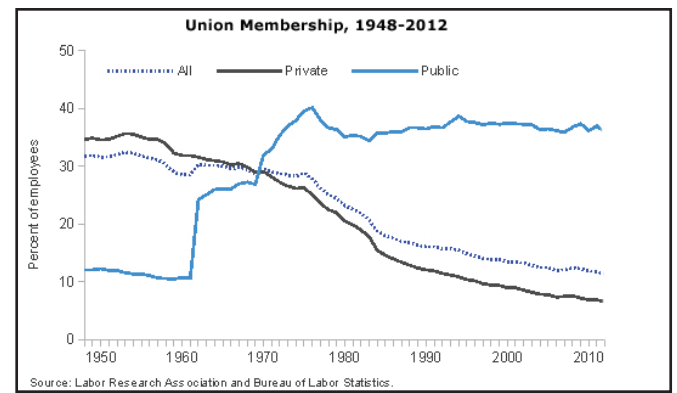
Looking back now, I realize that the reason I and others in my generation could live the American Dream of getting a good college education, being out on my own, married, and able to buy a house had to do with how well all workers were doing from the 1950s to the 1980s. The middle class was growing because of a strong union movement that represented more than 30 percent of all workers. It was an era of movements for social, political, and economic justice demanding equality so all could share the American Dream. Working families expected their children to have a better standard of living than they did. My sociology professor at Queens College referred to the growing middle class as "an escalation in rising expectations". The reason expectations were so high was the experience of workers following World War II. The New Deal programs that gave workers the right to join unions, established a minimum wage, a 40-hour work week, and prohibited child labor lead to more than a third of workers in unions demanding a better life for all. The growing labor movement was the driving force that grew the middle class and improved the lives of all workers — both union and non-union.

The attack on the new power of the labor movement started in 1947. As the economy moved from industrial production to service and finance, the percentage of workers in private sector unions dropped from more than 30 percent to less than 10 percent. The result? Our children are not doing as well as their

parents. They lack the financial wherewithal to move out and start their own homes as income inequality grows. The graphs below show the growth and decline of union membership and the share of income taken by the top 10 percent income brackets since the income tax was established.

beautiful, and childhood more happy and bright."

The goals of organized labor have not changed. They inspire American workers to fight against the power of the oligarchs (the 1%) who wish to perpetuate income inequality by controlling the political system so they could rig the economic



There is, however, still one bastion of worker strength in the labor movement — public workers. While the percentage of private sector union workers is now in the single digits, public sector workers are at 36 percent. This is why we still have wages, pensions, and benefits that are superior to most non-union workers and some unionized private workers. This is also why we are under attack as never before.

The trend for the last 40 years has been to reduce rising expectations — not demanding more and better, but keeping whatever workers have struggled and died for in the last two centuries. In 1890, Samuel Gompers, head of the American Federation of Labor, stated workers' expectations eloquently when asked:

system to increase their profits and gain even greater political power. During the Progressive era, the labor movement joined with farmers to demand the government work by and for the people and brought some progressive reforms in the early 1900s.

The power of the monopolies to control the U.S. Senate was illustrated by this cartoon. The powerful trusts, if you look closely, are money bags with silk top hats that enter through a Grand Monopolists Entrance on the right. The people's entrance is in the gallery above on the left that is marked closed. The sign above reads:

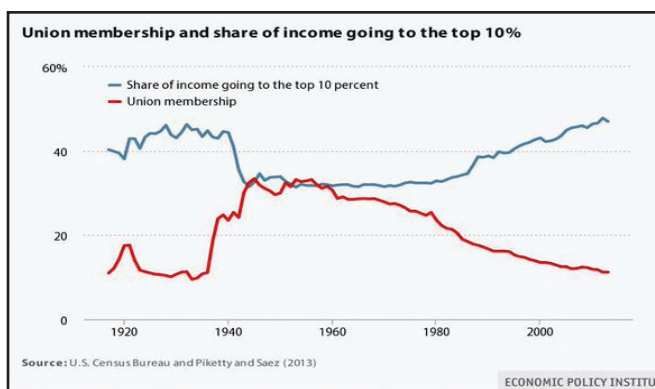
The US Senate of the Monopolists; by the Monopolists; for the Monopolists



WHAT DOES LABOR WANT?

"We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more

There is, however, still one bastion of worker strength in the labor movement — public workers. While the percentage of private sector union workers is now in the single digits, public sector workers are at 36 percent.



“The labor movement was the principal force that transformed misery and despair into hope and progress. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shores not only itself but the whole society.”

Whoever said “history may not repeat itself but it sure does rhyme” certainly got it right. During the last 30 years, the top 1 percent is again in control; they control the economy by rigging the laws so that the Occupy Wall Street protesters are thrown in jail for speaking truth to power while the bankers who defrauded the American people rarely see the inside of a jail cell.

Through the corporate media, the 1 percent say public workers are greedy because they have strong unions that got them pensions, good health benefits, and fair wages. That was Scott Walker’s agenda in Wisconsin. Destroy the unions, take away the pensions, cut benefits and pay. Unfortunately, too many have swallowed the cool-aid and have been brainwashed into hating the oppressed and loving the oppressors, just what Malcolm X warned when he said:

“The corporate media has erased labor history and worked hard to dumb down the American people by entertaining rather than informing us. Some call it the Corporate Media’s Mushroom strategy — Keep them in the dark, feed them bullsh*t, then pick them when they are ripe and plump.”

“If you’re not careful, the newspapers will have you hating the people who are being oppressed, and loving the people who are doing the oppressing.”

MALCOLM X

The history of the labor movement is rich with powerful examples of how the people can win and offers valuable lessons for how we make this city, state and nation a better place, with rising expectations for our children, grand children and generations to come.

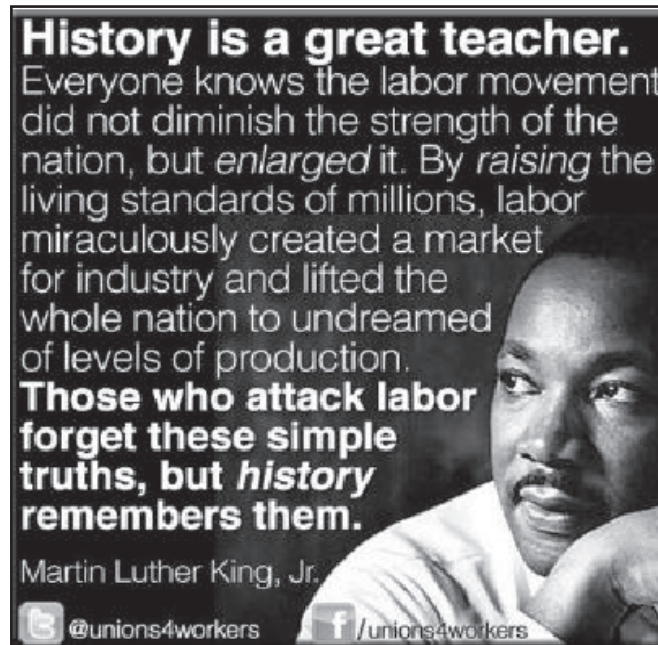
As Dr. Martin Luther King Jr. explained: “Historically city workers relied on collective begging to earn enough to survive; some relied on Tammany Hall political connections to get jobs, better pay and benefit. Those not politically connected formed associations that went to City Council hearings asking for better wages and benefits. Sometimes they came with their families in

rags and their children visibly malnourished to embarrassing politicians to increase wages.”

It was not until 1958 that New York City Mayor Robert Wagner, the son of the author of the National Labor Relations Act of 1935, allowed city workers to form unions instead of just employee associations and unions began to grow. Those unions won strikes for recognition and pay increases in cultural institutions and the 40-hour week for hospital and park workers.

In 1962, John Kennedy issued an executive order authorizing unions in the federal government. This era showed that sometimes making gains required defying bad laws and sparking hope among minorities and working people.

contract, including the first 100 percent, City-paid health insurance plan for civilian employees. They also won impartial arbitration, 9 percent raises, a union education fund for City workers, and the right to bargain on a wide range of issues including demands to ensure the public they served received the services and respect everyone should expect from a government. This is a very important provision for all public workers to understand. We need allies in the communities we serve who understand the vital services we provide. Rich elites want government to fail because, in a true democracy as history has shown us, government is the equalizer against them. Those bonds were important to our struggles then, and they are certainly today.



In 1962, City Motor Vehicle Operators had a 12-day strike that resulted in substantial raises and a welfare fund for MVOs, a first for non-uniformed civil servants, and a wage and benefit increase that doubled the City’s last offer before the strike. This victory helped set the stage for a new wave of organizing that led to confrontations and more “illegal strikes” with the Wagner administration.

In January 1965, the 28-day strike for better pay and working conditions by social workers, clericals, supervisors and others in the Welfare Department set the stage for the New York City Collective Bargaining Law. Workers risked their jobs and 19 leaders were thrown in jail.

This was the longest strike by public employees in New York City history, and was supported by organized labor and the civil rights movement. The union won a comprehensive, written

In 1965, members of the predecessor association to CWA Local 1180 — the Municipal Management Society — saw gains of the Welfare workers and knew they needed a union with full bargaining rights. They sought out and joined the Communications Workers of America after considering AFSCME and the Teamsters. In less than a year, the newly formed CWA Local 1180, AFL-CIO, signed a contract and achieved 9 percent wage increases, established minimum salaries for the titles it represented, and ensured promotional guarantees. Local 1180 also won full health benefits, an education fund, and impartial arbitration. The agreement included improved vacation time, sick leave, and reduced work hours. The rising tide of unions improved the lives of all workers and our Local was part of it. We must never forget that unless all of us do well, none of us will do well.

In 1966, one year after the Welfare workers strike, the newly inaugurated Mayor John Lindsey faced a New Year’s Day transit strike that lasted 12 days. More strikes followed in 1967 and 1968 by teachers and sanitation workers. They had the courage to fight defying bad laws like the 1947 Condon-Wadlin Act prohibiting strikes, and the newly minted Taylor law with its strike prohibitions and penalties with the jailing of union leaders. The famous words of TWU’s Mike Quill with his Irish brogue ring true today: “The judge can drop dead in his black robe. I don’t care if I rot in jail. I will not call off the strike.” Quill died just weeks after the strike ended.

The search for human dignity and justice is what drives workers to join and organize a union. We must all understand the value of the labor movement and that collective bargaining is a human right. In June 2007, the Supreme Court of Canada made the following observations in a case on collective bargaining:

“The right to bargain collectively with an employer enhances the human dignity, liberty, and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely their work... Collective bargaining is not simply an instrument for pursuing external ends...rather [it] is intrinsically valuable as an experience in self-government... Collective bargaining permits workers to achieve a form of workplace democracy and to ensure the rule of law in the workplace. Workers gain a voice to influence the establishment of rules that control a major aspect of their lives.”

On this, our 50th Anniversary, our union and the labor movement must continue the struggle for dignity, justice and respect. We must work hard to free our nation from the power of the oligarchs who are increasingly taking control. We must elect a President and Congress that will appoint Supreme Court justices who will put human rights above property and corporate rights. Who share our vision of a government by and for the people and believes that collective bargaining is a human right. ■



WHY YOU NEED A LABOR UNION

36 reasons ... so far

Let's face it, employers and corporations did not feel generous one day and decide to give you two days off every week in order to have a social/personal life. (We now call them weekends). Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn't get together in a board room and say, "Let's give our employees more rights at work," or "Maybe there should be laws to limit our power over an employee". Virtually all the benefits and rights you have at work are thanks to labor unions that fought hard and long to achieve them. Many union leaders and members even lost their lives for things we take for granted today. So next time you want to know what your union does for you, read this list for starters.

- Weekends without work
- All breaks at work, including lunch breaks
- Paid vacation
- Family & Medical Leave Act (FMLA)
- Sick leave
- Social Security
- Minimum wage
- Civil Rights Act/Title VII prohibiting employer discrimination
- 8-hour work day
- Overtime pay
- Child labor laws
- Occupational Safety & Health Act (OSHA)
- 40-hour work week
- Workers' compensation (workers' comp)
- Unemployment insurance
- Pensions
- Workplace safety standards and regulations
- Employer health care insurance
- Collective bargaining rights for employees
- Wrongful termination laws
- Age Discrimination in Employment Act of 1967 (ADEA)
- Whistleblower protection laws
- Employee Polygraph Protection Act (EPPA) prohibiting employers from using a lie detector test on an employee
- Veteran's Employment and Training Services (VETS)
- Compensation increases and evaluations (i.e. raises)
- Sexual harassment laws
- Americans With Disabilities Act (ADA)
- Holiday pay
- Employer dental, life, and vision insurance
- Privacy rights
- Pregnancy and parental leave
- Military leave
- The right to strike
- Public education for children
- Equal Pay Acts of 1963 & 2011 requiring employers pay men and women equally for the same amount of work
- Laws ending sweatshops in the United States



ORIGIN OF THE LABOR UNION

The origin of labor unions dates back to the 18th Century and the industrial revolution in Europe. During this time there was a huge surge of new workers into the workplace that needed representation. In the United States history of unions, early workers and trade unions played an important part in the role for independence. Although their physical efforts for the cause of independence were ineffective, the ideas they introduced, such as protection for workers, became part of our American culture.

The history of unions in the United States exploded in the 19th Century with the founding of the National Labor Union (NLU) in 1866. Unlike today's unions, the NLU was not exclusive

to a particular type of worker. And although the NLU crumbled without making significant gains in establishing workers' rights, its founding set an important precedent in our country.

Soon after, the Knights of Labor emerged in 1869, with membership peaking at about 700,000. Its efforts were focused on addressing key issues such as opposition to child labor and demands for an eight-hour day.

In the history of America's trade and labor unions, the most famous union remains the American Federation of Labor (AFL), founded in 1886 by Samuel Gompers. At its pinnacle, the AFL had approximately 1.4 million members and is credited with successfully negoti-

ating wage increases for its members and enhancing workplace safety for all workers.

The Congress of Industrial Organizations (CIO) under John L. Lewis and the larger AFL federation underwent a huge expansion during World War II. The AFL-CIO merger occurred in 1955.

Union membership and power peaked around 1970. At that time, private sector union membership began a steady decline that continues today. However, membership in public sector unions continues to grow consistently. According to the latest Bureau of Labor Statistic report, union membership is over 14 million in the United States and in the public sector has grown to more than 36%. (www.unionplus.org) ■



GINA STRICKLAND

First Vice President

What Union Activists & Politics Have Done ... And Must Continue to Do

Union members for decades have been active in politics that have helped establish laws from which today's union members, families, and communities still reap the benefits.

For example, in 1828, union members worked actively with the Workingmen's Party that campaigned for free elementary school so children of working-class families could get a basic education.

When unions fight for working people at the bargaining table and campaign to elect pro-worker candidates, it's all part of the same struggle: to improve the well-being of American families.

In 1906, unions in coalition with consumer groups, put pressure on Congress to pass the Pure Food and Drug Act protecting the food we consume.

Nine years later, in 1917, at least 30 states adopted laws providing Workers' Compensation for on-the-job injuries due to the lobbying campaign of members of the American Federation of Labor (AFL).

With the passing of the Social Security Act in 1935 under President Franklin Roosevelt, the provision for unemployment insurance was established.

With mounting pressure from unions and a friendlier government under President Franklin Roosevelt, in 1938 the Fair Labor Standards Act was passed, establishing the eight-hour day, 40-hour work-week with time and half for overtime, decreeing a federal minimum wage that would rise with the improvement of the economy, and establishing child labor laws for children under 16 in most occupations and under 18 in hazardous ones.

In 1970, after years of union campaigning for the health and safety of their members in the workplace, Congress passed the Occupational Safety and Health Act (OSHA).

New York State is in the unique position of having the highest union density in the country. At least 71 percent of government workers, known as the public sector, belong to a union, compared with just 36 percent in the rest of the country.

Unions understand that in order to address the needs and concerns of their members

and families, they need to engage in the electoral process. We need pro-labor legislators at all levels of government to push our agenda and be our voice. In today's political arena, unfortunately it seems the corporate lobbyist and the Super PAC with their money have the advantage.

CWA 1180 members can fight these Super PACs in two ways. First, contribute to the CWA Public Action Fund (PAF, formerly known as COPE). If all 8,300 Local 1180 members contributed either \$5 per paycheck for the year (\$130) or \$10 per paycheck for the year (\$260), the Dund would have \$1,079,000 or \$2,158,000 respectively. These funds will be pooled with the contributions of other CWA members throughout the country and used to lobby politicians and address our issues and concerns.

Secondly, and simply, there are at least a thousand union member votes for every corporate-based vote at election time. With this advantage, and our being proactive, unions should be able to win progressive legislation in Congress and enjoy victories at election time. This is only going to happen, however, if we all get and stay involved.

In the last Mayoral election for example, CWA 1180 and our activists engaged in the "Anyone but Quinn Campaign" to keep Christine Quinn out of office, as we knew her plan was to continue the Bloomberg regime. At the start of this campaign, Quinn was leading in the polls; however, she quickly fell to the bottom. Local 1180 activists appeared at all of her engagements and leafleted in the mornings and evenings all around the city.

Under the Bloomberg Administration, 1180 members had not received a raise since 2009 as Mayor Bloomberg preferred to dictate to us rather than bargain for a new contract. He preferred to attack civil service law and 1180's then newly acquired title of Administrative Manager. This led to a slight movement of the "Administrative Manager List". Fast forward to the next mayoral election and the efforts of union activists, and a more labor-friendly Mayor de Blasio was elected.

With union activists working with other organizations, the de Blasio administration was able to pass Universal Pre-Kindergarten, Paid Sick leave, eliminate "Stop and Frisk," and introduce "Vision Zero". For the unions,

contracts were being negotiated and 1180 members finally received a raise in 2015 with next raises coming April 2016, 2017, and 2018.

CWA 1180 took this opportunity to reach out to agencies' new commissioners to address the lack of movement of the Administrative Manager Lists. The current civil service list was set to expire this past July. With the efforts of 1180 leadership, it has now been extended until July 29, 2016, or when a new list is established. These meetings were productive as evidenced in the additional appointments to the Administrative Manager title in the below agencies:

Agency	Bloomberg Administration	de Blasio Administration
ACS	0	7
CCHR	0	1
CCRB	2	2
DOC	0	28
DEP	10	7
FINANCE	11	49
HRA	36	7
DOHMH	15	6

As public sector employees of New York City, we need to be actively involved at all times with politicians at all levels of government, as their actions have direct impact on our jobs, pensions, contracts, promotions, and collective bargaining rights.

When unions fight for working people at the bargaining table and campaign to elect pro-worker candidates, it's all part of the same struggle: to improve the well-being of American families.

Understand that today more than ever, unions are under attack. Unless we get active in the political arena and make our voices heard, all the political struggles we have endured throughout the years will have been for naught. Politicians will happily undo what we have worked so hard to achieve. We must continue to fight the good fight and keep politicians the likes of Scott Walker out of our back yard.

MEMBERS IN ACTION



Bronx Week

Members of the Bronx Community Coordinating Committee met with Borough President Ruben Diaz Jr. at his annual Labor Breakfast earlier this year. Diaz started these get-togethers to meet with Bronx constituents and get their input on issues impacting the area. Who better to offer insight than CWA 1180 members? Back row from left: Dareese Oliver-Frierson, Dan Cunningham, Michael Pricoli, and Brandee Griffitt. Front row, from left: Venus Williams, Lilieth Fergueso, Fanta Davis, Marie Johnson, and Leandro Monzon. ■

Disability Committee in Action

CWA 1180 Committee on People with Disabilities members (top photo) proudly joined 7,000 people with and without disabilities at the July 12, 2015, revival of Disability Pride in NYC on the 25th Anniversary of the Americans with Disabilities Act (ADA). Our Committee and Local were active in sponsoring and planning this historic march and rally. Every effort was made to make this event accessible everywhere, especially for wheelchair users and people with hearing disabilities. Our contingent marched from Madison Square Park to our table at Union Square, where we met wheelchair user Nadine LaSpina who told us that she was the filmmaker of the wonderful video of the July 1993 NYC Disability Pride Parade posted on the Disability Pride website. Bottom left photo:



CWA 1180 Committee on People with Disabilities members, including Committee Chair Alan Goldblatt and Co-chair Edward M. Yood. Bottom right photo, pictured from left: CWA 1180 Committee on People with Disabilities members Larry and Shirley Littman, Edward M. Yood, and Norma Lynch at July 26, 2015, ADA Birthday Party in Chinatown. ■



African-American Day Parade

Local 1180 members gathered on Sunday, September 20 to march in the 46th Annual African American Day Parade that honors the African American business community. Bands, floats, community leaders, and organizations from across the board came to show their pride and support. Grand marshals of the parade were Speaker of the NYS Assembly Carl Heastie, Hazel Dukes, Tom Joyner, Henry (Hank) Carter, Melba Wilson, Pat Stevenson, Clifford James, Robert Horsford, and Amari Avery. ■



Showing Support for Verizon Workers



On July 25, CWA members showed their support for Verizon workers struggling to get a contract. Members attending (photo at left) were Hua George, Helen S. Jarrett, Kallai Shell-Griffen, Gerard Granges, Alicia Smith, Debra Paylor, Catherine Alves, Venus Williams, and Desiree Waters. Pictured above right, President Arthur Cheliotos with New York City Public Advocate Letitia James and DC 37 Executive Director Henry Garrido. ■

Puerto Rican Day Parade



CWA 1180 members marched in this year's Puerto Rican Day Parade on June 14. The parade is a chance for everyone to show their pride and support for the Hispanic community and is held in honor of the nearly four million inhabitants of Puerto Rico and all people of Puerto Rican birth or heritage residing in the mainland U.S. It attracts many celebrities, both Puerto Rican and of Puerto Rican heritage, and many politicians from the tri-state area. Local 1180 Staff Rep Venus Williams (pictured far right) said the parade has grown to become one of the largest in New York City, with nearly two million spectators annually, making it one of the largest outdoor events in the United States. The theme of the 2015 parade had a strong historical focus as it marked the 50th anniversary of the death of Pedro Albizu Campos who spent 25 years in prison and dedicated his entire life to the independence of Puerto Rico. ■



Making Strides Against Breast Cancer

Members of the Local 1180 Women's Committee walked in this year's Making Strides Against Breast Cancer walk on Sunday, October 18, 2015, in Central Park. Making Strides Against Breast Cancer walks are the largest network of breast cancer awareness events in the nation, uniting nearly 300 communities with a shared determination to finish the fight. Every Making Strides event is an incredible and inspiring opportunity to honor and celebrate breast cancer survivors, raise awareness about the disease, and raise money to help the American Cancer Society save lives from breast cancer by funding groundbreaking breast cancer research, providing free comprehensive information and support, and helping people take steps to reduce their risk of the disease or find it early when it's most treatable. ■

Next Generation Debt-Free Clinic

CWA members up to age 35 with federal student loan debt recently participated in a Student Debt Clinic to help lower or eliminate their student debt payments. As part of Local 1180's partnership with the Jobs with Justice Campaign for a Debt-Free Future, CWA Next Generation District 1 sponsored a free event for CWA members who are burdened by student debt. Locals 1180 and 1102 co-hosted the event. The project was repeated twice in the past several months, and received positive feedback from those who attended. ■



Brooklyn Coordinating Committee



Brooklyn Borough President Eric Adams joined the Brooklyn Coordinating Committee (BCC) in March at its kick off meeting. Local Brooklyn members heeded Union President Arthur Cheliot's visualization to empower themselves with the knowledge, tools, and skills needed to effectively demonstrate to their neighbors, business owners, and political leaders that they are City workers who are good citizens delivering vital public services, and to overcome the perception the media portrays of City employees as greedy and undeserving of their wages, benefits, and pensions. Committee members also envision themselves communicating with local businesses and merchants that their tax dollars are spent in local community stores as well as building political power with their elected officials by becoming politically active, getting good public services in their communities, and holding politicians accountable. Currently the Committee has three focus points: Housing, Youth, and the Civil Service 1 in 3 rule. The Committee has a standard meeting that convenes every second Monday at either Brooklyn Borough Hall or the FDNY Metro Tech. For further information on the Brooklyn Coordinating Committee, please contact the Local at 212.226.6565 and speak with Hazel Worley. ■

BCC members Mary Wimbush and Elvia Prescott along with other BCC members attend the Department of City Planning/East New York Community Planning meeting. Members discuss with NYC Council Member Inez Barron their concerns with the proposal rezoning in ENY. ■



Charles Garcia Honored

Charles Garcia, retired Local 1180 Executive Board member, was honored recently by the Labor Council for Latin American Advancement, part of the AFL-CIO, for his many years of service as an officer and board member of the Labor Council, as well as his dedication as a Latino labor leader. Garcia was Vice President for nine years. He was presented his award on October 9, 2015, by Council President Luis Acosta (pictured). Garcia retired from CWA 1180 on September 11 after 42 years of service. ■





New Contract for Amnesty International

On September 9, 2015, CWA Local 1180 President Arthur Cheliotes (seated left) signed a new contract for members at Amnesty International, one of the non-for-profit agencies the Local represents. The contract came after approximately nine months of negotiations. ■

Civil Rights & Equity Committee

Civil Rights and Equity Committee members attended the Cinderella Project Prom Dress Giveaway hosted by the CEO and Founder Gwen Richardson.

At right, Dana Holland, Helen Jarrett, Hazel O. Worley and Carol Griffith attended and had the opportunity to participate in assisting young ladies in their selection of a dress from a vast array of stunning prom dresses. Thanks to the Local's first prom dress collection, there were 145 dresses, 45 pair of shoes, 25 pocketbooks, and an assortment of jewelry donated to the Cinderella Project. Members also had the opportunity to join Honorable Eric Adams after he presented a prestige Proclamation to the Founder and CEO of the "Cinderella Project" for being such an integral part of a much-needed effort in our community. ■



Members March in Labor Day Parade

Local 1180 President Arthur Cheliotes led a large contingent of members marching in this year's Labor Day Parade on Saturday, September 12. Mayor Bill de Blasio launched the parade at 44th Street proclaiming, "it is my honor to declare today that New York City is a union town," while Senator Charles Schumer told the crowd that if the Democrats retake the Senate in 2016, "we are going to make card check one of our very highest priorities." In small inset photo, Cheliotes is with NYS Comptroller Thomas DiNapoli. ■



SPOTLIGHT ON SHOP STEWARDS

Priscilla Carrow
Coordinating Manager-B
Elmhurst Hospital Center



What year did you join Local 1180? 1994

What year did you become a Shop Steward? 2005

Why did you get involved with the Union? What made you want to become a Shop Steward?

At a young age, I was very involved with helping my grandmother/mother help those who were in need. In 1985, my grandmother asked me to join the Better Community League (BCL) to help organize trips to Albany to the Black & Puerto Rican Caucus. This trip was for the members of the community to speak to our local elected officials concerning the needs in our communities. After joining this organization, I've been very successful in joining others. That is why I became a Shop Steward, so I can talk to my members about issues at work and politics and, even though

I've been around a long time, what I say carries so much more weight because of who I am and what I do in my community.

What have been your most successful accomplishments as a Shop Steward?

Providing guidance and support to members who sometimes can't get the help they need within their department, and going to Albany to rally for what we want and believe in for our communities and our members.

What are your goals as a Shop Steward?

My goal is to continue to serve the members of CWA with the highest expectation during my time as a CWA Shop Steward, and to never lead them wrong; to serve as a resource for other Shop Stewards, lending experience, knowledge, and expertise to resolve grievances and other

problems; and to identify issues that matter to members across the work areas in the various department and plan for collective action.

What value do you place on unions in members' lives?

Always keep your contract close to your reach when you have doubt. Read it and abide by it, because this will help solve a lot of your issues and concerns.

What activities/organizations do you belong to outside of Local 1180?

National Council of Negro Women/Empress Life Members Guild, N.A.A.C.P., Corona East Elmhurst Branch, Ericsson Street Block Association 27th & 29th Avenues, Queens Community Board No. 4, Frederick Douglas Democratic Club, Sherwood Village Tenants Association, First Baptist Church, Scholar-

ship Committee, Delegate for the 11th Judicial Convention, Queens County, Queens County Committee. Elmhurst Hospital Center Joint Labor Management Committee as Assistant Co-Chair & Co-chair of the Sports and Recreation Committee, Democratic Association of the 21st Century, Co-Founder You Can Go to College Committee.

"Being a Shop Steward, I can make a difference in someone's life. With my training I have the ability to reach out to the members and give them guidance, such as following the Weingarten Rights. Members must know what's in their contract to avoid any issues within the facility. They must know how collective bargaining works when it comes down to negotiating their salaries, time and leave, holiday pay and overtime." ■

Willette Slocumb
Coordinating Manager Level B
Health & Hospital Corporation



What year did you join Local 1180? 1990

What year did you become a Shop Steward? 1995

Why did you get involved with the Union?

My job title was grandfathered into 1180. After the grandfathering in as an Assistant Coordinating Manager, I did not understand (at that time) the "unjust" statements from my PAA co-workers and other members, so I researched the background of why jobs are "grandfathered in". I respected the fact that the union held no animosity toward me, or for working in that job title, and my desire and need to provide for my family. Therefore, I began to make sure I exhibited good work ethics. The union makes me a better worker, member of society, community advocate and a person.

What made you want to become a Shop Steward?

After my transferring from Harlem Hospital to Lincoln Hospital, the safe and comforting guidelines of my Shop Steward Roslyn McKay were unavailable to me. Yes, she allowed me to frequently call her, but she told me that I should become a Shop Steward and help others as she helped me.

What have been your most successful accomplishments as a Shop Steward?

Members' trust and the mutual respect of allowing me to be their voice is the greatest personal opportunity that has been awarded to me. The personal feeling of belonging and the educational growth that my members have taught and continue to teach me is outstanding. I have developed a vast informative knowledge level of what can

happen or what should not have occurred. As a Steward, I have grown in my understanding and tolerance levels.

Achieving the "ideal" location of the Local 1180 Bulletin Board at our work site.

Networking Saved our Jobs (On site Excel Training) Member Based, the opportunity to work with Dr. Ram Raju, 20/20 Vision (Partnership), and the educational scholarships of continuous educational growth to its members and their families.

What are your goals as a Shop Steward?

To increase Local 1180 union visibility. Communications and acknowledgement are the keys to effective workers.

What value do you place on unions in member's lives?

Our CWA member's lives are better enriched because

Local 1180 has educational growth, certificate programs, and Associate, Bachelors and Master Degree programs.

We as a union encourage our members to excel and increase their minds and bodies with social and community involvement.

What activities/organizations do you belong to outside of local 1180?

Captain of the Blood Drive-Lincoln Hospital; Active Member of the Employee Recognition Committee (H.E.A.R.T.) - Lincoln Hospital; Accreditation Review Committee - Floor Monitor (Lincoln Hospital); Vice President of the St. Agnes Tenant Association H.D.F.C. ■

SPOTLIGHT

Akia K. Allen

Coordinating Manager (Level –A)
HHC – Bellevue Hospital Center



What year did you join Local 1180? 2007

What year did you become a Shop Steward? 2013

Why did you get involved with the Union? What made you want to become a Shop Steward?

I have always been the type of person who believed all people deserve to be treated fairly and was willing to actively work at achieving this equality.

What have been your most successful accomplishments as a Shop Steward?

Holding site meetings during contract negotiations. Many staff members needed help understanding the terms of the contract and understanding the process of ratifying the contract.

What are your goals as a Shop Steward?

To help staff members understand the policies and

procedures of HHC. Understanding the policies and procedures will limit the need for disciplinary actions by management.

What value do you place on unions in members' lives?

The Union allows workers to feel that they have job security. Feeling secure with your employment will allow union members to focus on performing their jobs to the best of their ability.

"Being a Shop Steward has shown me that all people must play a role in improving their work environment. It has empowered me to help create a work environment where employees are treated fairly and respectfully. This is beneficial to both unionized employees and management." ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

April 8, 2015

Meeting called to order at 6:00 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

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

Gloria Middleton, Secretary-Treasurer was away attending to other union business. However, she joined us tonight with the Chris Sheldon Video-Teleconference. President Cheliotas was slightly delayed and First Vice- President Strickland called the meeting to order.

Motion was made to suspend regular agenda in order to welcome Chris Sheldon, Denis Trainor and Sarah Steffens. Gina introduced Chris Sheldon and Denis Trainor. She then introduced Sarah Steffens and Gloria Middleton via Skype. Mr. Sheldon discussed his candidacy for President for CWA, Sarah Steffens discussed her candidacy for Secretary Treasurer of CWA and Denis Trainor discussed his candidacy for District 1 Vice-President for CWA. The Election is June 2015.

Minutes of the March 4, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas advised the board of the April 7, 2015 press conference regarding the probable cause findings by the Equal Employment Opportunity Commission (EEOC) that NYC discriminates against its Administrative Managers and recommends that payments of \$246 million should be rendered for corrective reforms.

President Cheliotas distributed and discussed the letter dated April 1, 2015 from Mirkin & Gordan, P.C. He also presented the March project updates memorandum submitted by Marci Rosenblum dated April 7, 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 (HHC)

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 ACM's to BHA's 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

Department of Homeless Services (DHS)

February 4 — 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.

Administration for Children Services (ACS)

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 provisional's 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.

Department of Environmental Protection (DEP)

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 number. I discussed that 2 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 Level 1 and 2 that we believe are being held by different titles and requested an answer. It was stated that by the union that provisional's 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 — 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 over 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.

First Vice-President Gina Strickland reported the following staff representative activity for the month of March 2015:

Agency walk-through	2
Command disciplines (CD)	2
Hearing Preparations	7
Hearings	23
Labor Management Meetings	5
OATH	1
Supervisory Conference	4
Off-Site Member Meetings	3
Site Member Meetings	11
Walk-Ins	4
Appointments	2
Telephone calls received	917

March 2015 Site Meetings

Fire Department	9 Metrotech, Brooklyn
ACS	90-25 161st Street, Queens
Manhattan District Attorney's Office	80 Centre Street, Manhattan
DYCD	123 Williams Street, Manhattan
NYC Department of Transportation	34-02 Queens Boulevard, Queens
HRA/FS4	165-08 88th Avenue, Queens
DOE CSE/CPSE Region#6	5619 Flatlands Avenue, Brooklyn

Department of Environmental Protection
59-17 Junction Boulevard, Queens

HHC-Gouverneur
227 Madison Street, Manhattan

New York City Housing Authority
1200 Waters Place, Bronx

HRA/MICSA
3424 Kossuth Avenue, 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:

Gerald Brown reported that he attended a joint session of the NYC Council's Finance and Civil Service Labor Committee. The session was held for the committees to hear from NYC Office of Labor Relations Commissioner Bob Linn. The testimony given was in reference to the required health care savings in the current NYC Collective Bargaining Agreement which covers all employees of the City of New York. The required savings span over a four-year period.

FY	PERIOD	REQ. SAVINGS
FY 2015	July 1, 2014- June 30, 2015)	\$400 million
FY 2016	July 1, 2015- June 30, 2016	\$700 million
FY 2017	July 1, 2016- June 30, 2017	\$1 billion
FY 2018	July 1, 2017- June 30, 2018	\$1.3 billion
TOTAL SAVINGS		\$3.4 Billion

As of March 31, 2015 the 2015 savings of \$400 Million has been reached. I will continue to update as we proceed with the four FY periods.

Administrative Manager Exam Prep classes continue at Local 1180 for the June 13, 2015 exam. Enrollees have exceeded 1,000 members. Principal Administrative Associate Exam Prep classes will start on April 20th for the August 2015 exam.

CWA District One Lobby Day is scheduled for Tuesday, April 28th and Rent Regulation Laws will top the agenda. All members are invited to participate. Complete details can be found on the website.

Special Elections will be held on Tuesday, May 5, 2015 for the 11th Congressional District of Staten Island and Brooklyn. There is also an open Assembly seat in Brooklyn for the 43rd Assembly District. Local 1180 has endorsed NYC

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Councilmember Vincent Gentile for the 11th Congressional District.

On March 28, the Political Action Committee interviewed candidates running for the 43rd Assembly District in Brooklyn. The committee narrowed the decision down to two candidates: Shirley Patterson and Diana Richardson. The committee found both candidates equally qualified and made a recommendation for a dual endorsement. A motion was duly made, seconded and carried unanimously for a dual endorsement (endorsed both candidates) and make an equal contribution to both. A letter to members and retirees in the 43rd A.D. will be mailed advising of the dual endorsement.

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

Charles Garcia announced that there will be an open Forum on Criminal Discovery and Repeal of CPL 240 on April 16, 2015 at 1199 SEU 330 W. 42nd Street, 33rd Floor Penthouse. Charles also announced TWU Local 100 has requested support of Intro Bill 0663-2015 a Local Law amendment to the administrative code that exempts MTA bus drivers from Local Law 29-2014, which creates penalties for drivers who fail to yield to pedestrians or bicyclists who have the right of way.

Hilary Bloomfield announced that on March 28, 2015 the Bronx Community Coordinating Committee attended the City Council Immigration Fair which Melissa Mark-Viveito was the guest speaker.

Debra Paylor announced that she attended the HHC Legislative Breakfast on March 7, 2015. In attendance was Charles Rangel who was asked about the Trans Pacific Partnership (TPP) Trade Deal. He is still undecided. On March 12, 2015 Debra attended St. Mary's Episcopal Church in Harlem. They wrote sample letters to the Elected Officials.

The next Executive Board Meeting is scheduled for May 6, 2015.

Motion was duly made, seconded and carried to adjourn at 8:10 p.m.

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■

May 6, 2015

Meeting called to order at 6:00 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotos, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Lourdes Acevedo, Recording Secretary

Members-at-Large

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

Absent: Gloria Middleton, Secretary-Treasurer, Medical Leave

Minutes of the April 8, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

Motion was made to suspend regular agenda in order to welcome Brooks Sunkett the National CWA Vice President for Public Education and Healthcare Workers. Mr. Sunkett attended the meeting to ask our support in the upcoming CWA Elections.

April 10, 2015 — meeting with Ed Ott of the Murphy Institute. Held a Defense Fund Oversight Committee (DFOC) conference call.

April 13, 2015 — attended a lunch meeting with Greg Mantsios, Director of the Murphy Institute, and Henry Garrido, Executive Director of DC 37. That evening President Cheliotos attended the Working Theatre 2015 Annual Awards Ceremony.

April 14, 2015 — attended the Equal Pay Press conference on the steps of City Hall. Held a meeting with officials from Envision to discuss our prescription drug plan. Had a dinner meeting with Henry Garrido.

April 15, 2015 — conducted a strategy session on the Administrative Manager EEOC case. Conducted a conference call with Dwight Kearns, Bill Harra and Al Berlowitz. Attended the theatrical production of *Waiting for Lefty*: Reading and Panel Discussion at the Barrow Group Theatre.

April 16, 2015 — attended the Central Labor Council Executive Board Meeting. Held a conference call with Emma Wolf, NYC Deputy Mayor. Attended a reception honoring Carl E. Heastie, Speaker of the NYS Assembly. Later that day attended the Civil Service Merit Council Awards Dinner honoring former First Vice President Linda Jenkins.

April 17, 2015 — attended the Department of Transportation Employee Recognition Ceremony. Held a Defense Fund Oversight Committee (DFOC) conference call.

April 20, 2015 — attended the Municipal Labor Committee Steering Committee Meeting. Held a conference with Scott Levinson of the Advance Group. Meeting between President Arthur Cheliotos and First Vice-President Gina Strickland to review the School Construction Authority contract demands. Attended Melissa Mark-Viverito's the NYC City Council Speaker birthday celebration.

April 22, 2015 — attended a Municipal Labor Committee General Membership Meeting. Conducted the CWA Local 1180 General Membership Meeting at East Elmhurst Hospital.

April 23, 2015 — guest speaker at the 20th Annual NY Chapter of the National Eligibility Workers Association at District Council 37. Attended the Alley Pond Environmental Center Ceremony where he was presented with their Leadership Award.

April 24, 2015 — attended the Steve London Recognition Ceremony thanking Steve for his service.

April 27, 2015 — attended the NYC Council Hearing on Fast Track/TPP. Caucus with Dwight Kearns and Al Berlowitz prior to their attendance at the Condo Board Meeting.

April 29, 2015 — held an all day CWA Local 1180 Board of Trustees Meeting. Attended the NYC Greek Independence Day Celebration Ceremony at City Hall where he was honored. April 30, 2015 met with Ydanis Rodriguez to discuss funding for the Murphy Institute.

May 1, 2015 — held a meeting with Tony Shorris, First Deputy Mayor for the City of New York, and Emma Wolfe, Deputy Mayor for the City of New York. Attended the May Day Rally and spoke about the Administrative Manager EEOC.

May 4, 2014 — attended the memorial service for Victor Gotbaum, former Executive Director of DC37, at the Museum of Jewish Heritage. Conducted a meeting with Scott Levinson and Greg Mantsios regarding the Murphy Institute. Held a PAA Bargaining Committee Caucus.

May 5, 2015 — attended the CWA Local 1180 Unit Bargaining (Non-Economic) with the City of New York.

May 6, 2015 — met with Council Member Brad Lander to discuss funding for the Murphy Institute. Conducted the CWA Local 1180 Executive Board Meeting.

President Cheliotos distributed and discussed the letter from the Central Labor Council AFL-CIO requesting our participation in the annual Labor Day Parade and March up Fifth Avenue scheduled for Saturday, September 12, 2015. He also distributed and discussed the Collective Bargaining Update and New York City Economy Reports submitted by the Policy Research Group.

Motion was duly made, seconded, and carried to increase the salary of the appropriate staff of Local 1180 with the recently received contractual agreement with the City of New York. The affected employees will also be entitled to retroactive payments to the beginning of the contract and the \$1,000 cash bonus.

Motion was duly made, seconded, and carried, with two no votes, to grant an annual increase to the managerial staff of Local 1180. The increase will be equal to the increase received by the managerial staff in the Security Benefits Division.

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:

AGENCY MEETINGS

Housing Preservation & Development (HPD)

April 8, Staff Representative Desiree Waters and I met with Deputy Commissioner Don Shacknai and Deputy Commissioner Josh Cucchiaro to discuss the Administrative Manager's List. HPD's list had 70 candidates and using the 1 in 3 rule, they appointed 29 eligible candidates. They have 11 candidates left on the list. We asked that they revisit the remaining candidates to see if their positions can be upgraded to Administrative Manager.

SCHOOL CONSTRUCTION AUTHORITY (SCA)

April 15, Staff Representative Olivia Lyde and I met with our members at School Construction Authority (SCA) to finalize demands for the scheduled April 22, 2015 first bargaining session. SCA's contract expired 10/25/2010. SCA bargaining team consisted of 1st Vice President Gina Strickland, Staff Representative Olivia Lyde, SCA Shop Stewards Lisa Sanchez and Regina McGrann.

April 22, CWA 1180 presented our demands to School Construction Authority (SCA) management and then management presented their demands. After a brief discussion about both parties' demands, the meeting was adjourned and May 4th was set for the next bargaining session. On May 4, 2015 the bargaining session resumed and CWA 1180 removed two of their demands and responded to Management's demands. Management responded by withdrawing four of their demands and after a short Caucus SCA agreed to our demands and both parties shook hands on a tentative agreement for our SCA members. Shop Stewards Lisa Sanchez and Regina McGrann were instrumental in gathering information from the members and keeping members updated on the process.

May 13, 2015 was set for members to vote on the tentative agreement from 12:00 p.m.-2:00 p.m. at their worksite location. If contract is ratified, SCA will aim to payout the new hire rate and \$1,000 bonus on May 22, 2015 and the retro on June 19, 2015.

School Construction Authority Contract Highlights:

- Same Pattern wage increases as the CWA Local 1180 agreement.
- No additional increase to Healthcare.
- 1 sick leave day increased to 3 sick leave days to care for ill family member(s).
- Current 5-year and 10-year longevity payments increased by contractual percentage raises.
- Increase of Welfare Fund Contributions.
- Add topic "transfer" to labor Management Committee side letter

HEALTH AND HOSPITAL CORPORATION (HHC)

May 6, 2015 — Staff Representative Desiree Waters and I met with Assistant Director of Labor Relations Pat Slesarchik and her staff to address the adjudication of the March 6, 2015 Stipulation of Settlement for the Improper Labor Practice concerning our members Administrative Coordinating Managers (ACM's) at HHC-Kings County Hospital (KCH). This was a follow up meeting to the April 4, 2015 meeting held at KCH with Michelle Emmons with no resolution. We discussed the restoration of monies owed to our members and to CWA Local 1180. We agreed to work with KCH to address our member's duties to reflect their title.

Department of Environmental Protection (DEP)

A follow up meeting has been scheduled with DEP for May 7, 2015 regarding the DEP reclassification of Administrative Manager positions and appointments of (provisional) Administrative Managers.

Taxi Limousine Commission (TLC)

Assistant Commissioner Carmen Rojas acknowledged receipt of our request to meet with the commissioner to discuss the Administrative Manager list. We are currently awaiting confirmation on a date to meet.

First Vice-President Gina Strickland reported the following staff representative activity for the month of April 2015:

- Agency walk-through 1
- Command disciplines (CD) 2

Counseling/Warning Sessions	2
Hearing Preparations	13
Hearings	18
Investigative Hearings	5
Labor Management Meetings	5
OATH	1
Supervisory Conference	4
Off-Site Member Meetings	1
Site Member Meetings	14
Walk-Ins	0
Appointments	6
Telephone calls received	918

March 2015 Site Meetings

School Construction Authority
30-30 Thomson Avenue, Queens

HHC-Central Office
55 Water Street, Manhattan

DOHMH
42-09 28th Street, Queens

Consumer Affairs
42 Broadway, Manhattan

Business Integrity Commission
100 Church Street, Manhattan

DEP – Water and Sewer
855 Remsen Street, Brooklyn

DEP – Water and Sewer
69 Bayridge Avenue, Brooklyn

OATH
100 Church Street, Manhattan

HRA JC #67 & TIPS #24
495 Clermont Street, Brooklyn

NYC District Attorney Office
80 Centre Street, Manhattan

HRA-IREA
250 Church Street, Manhattan

Comptroller's Office
1 Centre Street, Manhattan

HHC – Renaissance
264 West 118th Street, Manhattan

HRA – Call Center #17
165-08 88th Avenue, Queens

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:

The Annual CWA District One Albany Lobby Day on Tuesday, April 28, 2015, was well attended with three buses of CWA Local 1180 members. At the top of the agenda was legislation to strengthen the Rent Regulation Laws that are due to expire on June 15, 2015.

Local 1180's enrollment at CUNY's Murphy Institute; School of Professional Studies has increased since last year. Recruitment is underway for the Fall 2015 Semester.

We continue to advocate for the movement of the Administrative Manager's list in 19 New York City Agencies. The Administrative Manager and Principal Administrative Associate prep courses continue. If anyone is having difficulty with their on-line courses, please contact our Information Technology Department at 212.331.0960 from Monday to Friday (10:00 a.m. to 5:00 p.m.). Also, you can email: support@cwa1180.org.

May 1, 2015 — attended the Human Resources Administration (HRA) Employee Recognition Ceremony for staff who reached the 25 year milestone. There was 640 staff honored and 95 are CWA Local 1180 members.

The Healthcare Savings associated with the final year increase of our contract are on target.

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

Venus Colon-Williams reported that the Hispanic committee will be marching in the Puerto Rican Day Parade on June 12, 2015. She requests that the Executive Board approve the purchase of 125 CWA Local 1180 tee-shirts for the members to wear at the parade as they march up 5th Avenue. Motion was duly made, seconded and carried to approve this request.

Charles Garcia announced that there will be a rally on May 30, 2015 in support to free Oscar Lopez-Rivera, a decorated Vietnam War Veteran and respected community activist, now one of the longest-held political prisoners in the United States. Venus Colon-Williams announced that the Hispanic Committee members will assist in organizing the members.

The next Executive Board Meeting is scheduled for June 17, 2015.

Motion was duly made, seconded and carried to adjourn at 8:10 p.m.

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■

JUNE 17, 2015

Meeting called to order at 6:00 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, Hilary Bloomfield, Venus Colon-Williams, Charles Garcia, Denise Gilliam, Debra Paylor, Lenora Smith, Lisa Lloyd, Hazel O. Worley

Minutes of the May 6, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas introduced John B. Pescitelli, President & CEO M3Technology, for the purpose of discussing Supplemental Life Insurance, benefits and services to the members of Local 1180. After discussion, motion was made, seconded, and carried to table a decision until the next executive Board Meeting.

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

May 8, 2015 — spoke with First Deputy Mayor Tony Shorris and after the conversation, agreed to have a follow-up meeting. Met with Senator Sanders. Defense Fund over-site Committee (DFOC) conference call. President Cheliotas attended the retirement reception for DC37 Executive Director Lillian Roberts.

May 27, 2015 — met with attorneys regarding EEO Case. Met with Department of Environmental Protection (DEP) Commissioner Lloyd to discuss movement of the Administrative Manager Promotional list.

May 28, 2015 — attended the New Labor Forum Editorial Board. Attended the retired member's chapter luncheon. Meeting with Council Member Daneek Miller. Attended the New York City Central Labor Council Annual Awards Reception.

May 29, 2015 — meeting with First Deputy Commissioner's at Police Headquarters regarding movement of the Administrative Managers list.

June 1, 2015 — attended a Central Labor Council (CLC) meeting regarding unions coming together to purchase a building so it could be the house of labor. Lunch meeting with associate Rachel Levine for City University (CUNY) Labor School for Unions and Murphy Institute.

June 4, 2015 — June 11, 2015 — attended the CWA National Convention.

June 11, 2015 — attended the Balcony Theatre Event where he was awarded a plaque.

June 15, 2015 — met with Bob Trobe to discuss savings on health benefits.

June 16, 2015 — Municipal Labor Steering Committee meeting (MLC).

President Cheliotas recommended we vote to support the Committee on People with Disabilities in mobilizing members for the upcoming Hearing Loss Association of America Walk on Sunday September 27, 2015. A motion was duly made, seconded and carried to make a \$500 contribution in support of the organization. A motion was duly made, seconded and carried to support the John Kest Memorial Legal Defense Fund with \$1,000 contribution.

President Cheliotas distributed and discussed the status report dated June 1, 2015 from Mirkin & Gordan, P.C. He presented the organizing report dated June 2015 prepared by Stephen M. Ferrer. He also presented the May and June project updates memorandum submitted by Marci Rosenblum, Communications Director. He presented two documents from the Policy Research Group: Collective Bargaining Update and the New York City Economy.

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:

May 13, 2015 — School Construction Authority (SCA) Contract was ratified by the members. We have 58 members in the bargaining unit. 50 members voted yes and 1 member voted no. \$1000 bonus is to be paid out on 5/22/2015. All retroactive pay is to be paid on June 19, 2015.

May 18, 2015 — met with New York City Housing Authority (NYCHA) concerning movement of Admin Manager List. NYCHA has made a number of appointments and will review the remaining candidates on the list.

May 20, 2015 — attended District 1 Presidents and Delegates meeting in Newark, NJ to discuss the upcoming CWA National Convention.

May 27, 2015 — attended a follow-up meeting at the Department of Environmental Protection (DEP) on the Administrative Managers List. DEP appointed an additional seven candidates off the list. President Cheliotas was also at attendance at this meeting. Also met with Human Resource Administration (HRA) addressing Administrative Manager List where employees are holding the positions clearly defined as Administrative Manager. HRA acknowledged and intends to rectify this issue. On 6/15/2015 HRA held an administrative manager pool with 6 vacancies. Another meeting is scheduled with HRA on June 19th to address other positions.

June 1, 2015 — Health and Hospital (HHC) and Municipal Labor Committee (MLC) meeting was held to discuss the importance of each union having a representative at the facilities. Labor Caucus meetings and on the Community Advisory Boards (CAB) so we will know Labor Caucus meetings and on the Community Advisory Boards (CAB) so we will know how to address privatization and contracting out of units that impact our members and the communities.

June 2, 2015 — met with New York City Employee Retirement System (NYCERS) to discuss movement of the Administrative Managers list. Agency will get back to us on a follow-up meeting.

June 3, 2015 — improper labor practice charges were filed against Kings County Hospital (KCH) citing retaliation against a shop steward. This was the second and final session. The attorney's are to submit their briefs by July 17, 2015 to the hearing officer.

June 17, 2015 — met with Taxi and Limousine Commission (TLC) Commissioner Joshi to discuss the Administrative Manager list. Agency has scheduled a hiring pool for Monday, June 22, 2015.

First Vice President Gina Strickland reported the following staff representative activity for the month of May 2015:

Agency walk-through	1
Command disciplines (CD)	2
Counseling Warning Sessions	1
Hearing Preparations	6
Hearings	12
Investigative Hearings	1
Labor Management Meetings	5
Supervisory Conference	3
Off-Site Member Meetings	4
Site Member Meetings	12
Walk-Ins	8
Appointments	6
Telephone calls received	961

May 2015 Site Meetings

Brooklyn DA's Office
350 Jay Street, Brooklyn
HRA/FIA Paperless, FSCAR, ICPOCP
98 Flatbush, Brooklyn

Dept. of Education
49-51 Chambers Street, Manhattan

Independent Budget Office
110 William Street, Manhattan

HRA

4 World Trade Center, Manhattan

Dept. of Homeless Services
151 East 151st Street, Bronx

Woodhull Hospital
760 Broadway, Brooklyn

Dept. of Transportation
28-11 Queens Plaza North, Queens

HRA/HASA
1790 Grand Concourse, Bronx

School Construction Authority (Contract)
30-30 Thompson Avenue, Queens

North Bronx Central Hospital
3424 Kossuth Avenue, Bronx

NYPD - 911
11 Metroteh, Brooklyn

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Local 1180 continues to meet with Commissioners in 19 NYC Agencies that still have Administrative Manager Promotional lists, which are due to expire on July 29, 2015. The meetings are scheduled to encourage movement of lists in the respective agencies. In addition, I have prepared a letter for President Cheliotas' signature requesting DCAS to extend the life of the Administrative Manager Promotional List. The letter was sent to DCAS on June 1, 2015.

We are receiving complaints from members who took the recent Administrative Manager Exam on June 13, 2015. The complaints center on the way the exam was administered and the lack of time to adequately answer 100 questions from a 55 plus page questions booklet. In addition, there was a 25 plus page booklet with scenarios which had to be reviewed in the allotted timeframe of four hours. There was also confusion around the issue of having 15 minutes to complete the selective certification exam. Our labor attorney, Joel Spivak will be in attendance at our General Membership Meeting (GMM) on June 24, 2015 to discuss the complaints.

Exam Prep Courses continue for the Principal Administrative Associate Exam that is scheduled for August 3, 2015. The courses are at Local 1180 on Monday evenings from 6:00 - 8:00 p.m. and are also available on line.

Earlier this evening, former National CWA President Larry Cohen was on the Ed Show to discuss The Trans Pacific Partnership legislation as it moves through the U.S. Congress.

Endorsements

Motion was duly made, seconded and carried to endorse Michael McMahon for District Attorney for Staten Island (Richmond County). Mr. McMahon is not expected to have a primary challenge in September. Having said that it is expected to be a general election race in November.

Motion was duly made, seconded and carried to endorse Rebecca Lynch for the vacant NYC Council seat in the 23rd City Council District of Queens. The race is a primary race in September and is expected to be very competitive.

Motion was duly made, seconded, and carried to endorse NYS Senator Ruth Hassell Thompson for Mayor of Mount Vernon, New York. Currently, parts of Mount Vernon are included in the Senator's NYS Senate District. It is expected to be a highly competitive primary race with over 10 candidates.

A motion was duly made, seconded and carried to support the Raise of Age Legislation (S5642 and A7642). The Bill amends and enacts various provisions of the law to raise the age of adult criminal responsibility from 16 to 18 years of age. This would allow youth who are charged with a crime to be treated in a more age appropriate manner.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton reported that at the National Convention the Committee on Civil Rights and Equity presented two controversial videos on Black Lives Matter. The Committee met with initial resistance from CWA Law Enforcement members. Subsequently, the videos were applauded by the convention. CWA Local 1180 will be making the same video presentation at the September 2015 General Membership Meeting.

Secretary-Treasurer Gloria Middleton presented the Income and Expenditures Report, as well as the Check Register from March through May. She advised the T.D. checking account has a balance of \$777,109.02 as of C.O.B. June 16, 2015.

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

Venus Colon-Williams reported that the National Puerto Rican Day parade was well attended. The Bronx Democratic County Committee, Assemblyman Marcos Crespo, will host the 2015 Annual Dinner on July 16, 2015, recognizing great honorees for their commitment to the Bronx.

Charles Garcia announced that the rally on May 30, 2015, in support to Free Oscar Lopez-Rivera, was well attended. On Saturday September 12, 2015, preceding the Annual Central Labor Council's Labor Day Parade up Fifth Avenue, at St. Patrick's Cathedral there will be a celebratory mass.

Hazel Worley announced that this year's annual picnic will be held at Holiday Hills on September 5, 2015.

Denise Gilliam reported that the DOITT Commissioner would like to meet with President Cheliotas.

The next Executive Board Meeting is scheduled for July 15, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:55 p.m.

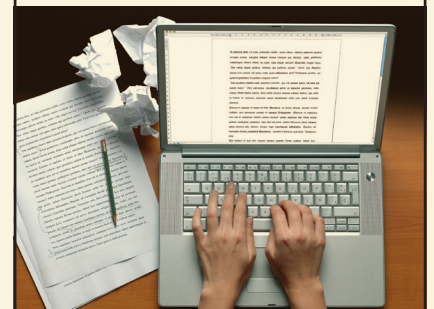
Respectfully submitted,

Lourdes Acevedo

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.



IN MEMORIAM

NAME	AGENCY	DECEASED
Leslie Abramson	Brooklyn Borough President	8/29/2015
Barbara Adams Rawlins	Fire Department	3/27/2015
Julia Anselmi	Health & Hospital Corp	3/6/2015
Osidis Ayala	Department of Transportation	3/28/2015
Mildred Bookman	Dept. of Environmental Protection	3/15/2015
Patricia Bryant	Department of Transportation	3/6/2015
Joseph Calderon	Police Department	4/11/2015
Marie Campbell	Police Department	6/30/2015
Jean Caravella	Dept. of Social Services	5/26/2015
Joan Ceraso	Dept. of Environmental Protection	7/16/2015
Karen Coates	Police Department	4/5/2015
Lynda Coley Horne	Dept. of Social Services	9/14/2015
Frances Cordero	Police Department	6/3/2015
Michael Correale	Department of Education	3/15/2015
Olive Cox	Dept. of Social Services	6/5/2015
Marian Crumpler	Harlem Hospital Center	3/27/2015
Michele Davis-Shaw	Police Department	5/29/2015
William Dawson	Dept. of Business Service	6/6/2015
Mertice Dawson	NYC Housing Authority	3/7/2015
Anne De Loreto	Health & Hospital Corp	3/28/2015
Rose De Martino	Dept. of Social Services	8/16/2015
Debra Draft	Finance Administration	7/22/2015
Ann Drakakis	Finance Administration	8/10/2015
Mary Fahey	Housing Preservation & Development	3/28/2015
Rita Fishman	Department of Personnel	4/3/2015
Marilyn Foster	Dept. of Social Services	7/10/2015
Mildred Gatling	Dept. of Health & Mental Hygiene	3/2/2015
Portia Grimes	Dept. of Social Services	6/30/2015
Wilma Halsey	NYC Housing Authority	3/30/2015
Betty Heizenroth	Health & Hospital Corp	3/31/2015
Ida Henderson	Department Of Education	3/3/2015
Margaret Hochholz	Finance Administration	6/15/2015
Sarah Hyman	Dept. of Social Services	3/20/2015
Geneva Jackson	Dept. of Social Services	5/6/2015
Charity Johnson	Department Of Education	7/2/2015
Marion Junghans	Dept. of Social Services	6/23/2015
Cheryl Kammerer	School Construction Authority	4/11/2015
Anne Kelly	Dept. of Social Services	3/22/2015
James Kermee	Woodhull Medical Center	4/9/2015
Stephen Laurette	Administration for Children Services	3/15/2015
Robert Lewis	Office of Court Administration	3/10/2015

NAME	AGENCY	DECEASED
Cathleen May	Finance Administration	5/2/2015
Robin McKoy	Housing Preservation & Development	4/6/2015
Barbara Milano	Dept. of Social Services	8/7/2015
Bernice Miller	Dept. of Social Services	7/1/2015
Barbara Mills-Haskins	Police Department	4/27/2015
Freddie Mitchell	Jacobi Medical Center	3/31/2015
Grace Mudry	Office of Probation	7/14/2015
Shirley Namer	Dept. of Social Services	3/12/2015
Sylvia November	Department Of Buildings	8/24/2015
Wilfredo Ortiz	Bellevue Hospital	4/20/2015
Terry Paitakis	Police Department	7/16/2015
Catherine Pangborn	Dept. of Environmental Protection	8/20/2015
Pauline Paris	Housing Preservation & Development	5/9/2015
Regina Parker	Dept. of Social Services	6/16/2015
Michael Parks	Administration for Children Services	4/1/2015
Lorraine Pedro	Dept. of Social Services	3/1/2015
Germaine Peterkin	Police Department	7/23/2015
Rose Prince	Housing Preservation & Development	7/6/2015
Sophia Rabinovich	General Services	3/27/2015
Dorothy Rhoda	Department Of Education	5/14/2015
Cyria Rose	Kings County Hospital Center	7/14/2015
Fay Rubertone	Finance Administration	3/2/2015
Edith Rumolo	Police Department	3/6/2015
June Schenker	School Construction Authority	5/29/2015
Dominga Slater	Dept. of Social Services	6/18/2015
Gloria Stein	Bellevue Hospital	4/23/2015
Marion Tackenberg	Central Office	3/6/2015
Tanya Thompson	Administration for Children Services	8/10/2015
Anita Tricarico	Teachers Retirement System	3/2/2015
Gladys Tripodi	Law Department	4/5/2015
Anne Trust	Dept. of Health & Mental Hygiene	5/16/2015
Evelyn Unger	Coler Hospital & Nursing Facility	4/14/2015
Marie VanLierop	Dept. of Social Services	7/9/2015
Kenneth Velleca	Dept. of Health & Mental Hygiene	9/19/2015
Patricia Velotta	Department Of Education	6/1/2015
Sophia Ventura	Administration for Children Services	4/6/2015
Gertrude Weil	Dept. of Social Services	7/3/2015
Doreen Williams	North Central Bronx Hospital	3/21/2015
Marilyn Wise	Department Of Education	4/10/2015
Constance Wright	Dept. of Health & Mental Hygiene	3/30/2015

ABOUT OUR MEMBERS

- Condolences to Audrey Henderson, Shop Steward at the Department of Taxi and Limousine and a member of several Local 1180 Committees, on the passing of her nephew, NYPD Officer Royston Ferguson.
- Condolences to Debera Tyndall, Coordinating Manager, Ambulatory Care, Kings County Hospital Center, on the death of her mother Pearl Best.
- Condolences to Valerie Freeman, Administrative Manager, on the death of her grandmother Midred Ivey.
- **Congratulations to Naomi Carpenter, former 1180 Board Member, who turned 97 this month. Doris Searcy (Member at Large) and Elaine Allman (Former Secretary-Treasurer) visited with Naomi at her home in the Bronx.**
- Condolences to Charmine Lebrew (PAA 2) from QEP Brooklyn Customer Services on the death of her grandfather Albert Lebrew, Sr. on October 1, 2015.



NEW SHOP STEWARDS

Congratulation to the following Shop Stewards who were elected between April and July 2015.

Joyce Brennan
HRA
4/06/2015

Jasmine Flores
Planned Parenthood
4/09/2015

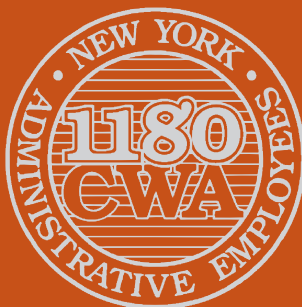
Michael Walczynsyn
DEP
4/10/2015

Sandra Acker
HRA/MIS
6/18/2015

Sheila Harris
Dept. of Education/
Div of School Facilities
6/30/2015

Jamie Brown
HHC/Harlem Hospital
7/01/2015

Donna Dunmore
Dept. of Correction
7/20/2015



CWA LOCAL 1180 COMMITTEE LISTING

Please note, where meeting date is not listed, contact Chair for date. All meetings start at 6 p.m. and are held at Local 1180 with the exception of the Borough Coordinating Committees. For their location and start time, contact the respective Borough Coordinator.

Education Committee

Linda Jenkins, Chair
ljenkins@cwa1180.org

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Women's Committee

Bernice Selman, Chair
Bernsal37@gmail.com

Next Generation Committee

Ryan Bruckenthal, Chair
rbruckenthal@cwa1180.org

Organizing Committee

Steve Ferrer, Chair
sferrer@cwa1180.org

Editorial Committee

Marci Rosenblum, Chair
marci@rwdgroup.com

Civil Rights and Equity Committee

Gloria Middleton, Chair
gmiddleton@cwa1180.org
Meeting: 1st Thursday of each month

Community Services Committee Meeting

Patricia Ruffin, Chair
gmiddleton@cwa1180.org
Meeting: 1st Thursday of each month

Art, Event and Entertainment Committee

Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting: 2nd Tuesday of each month

People with Disabilities Committee

Alan Goldblatt, Chair
cwaanimal@aol.com
Meeting: 1st Wednesday of each month

Civil Service Committee Meeting

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 4th Tuesday of each month

Hispanic Committee Meeting

Venus Williams, Chair
vwilliams@cwa1180.org
Meeting: 2nd Thursday of each month

Caribbean Heritage Committee Meeting

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 3rd Wednesday of each month

Coordinating Committees

Brooklyn Borough Coordinating Committee Hazel O. Worley, Borough Coordinator
hworley@cwa1180.org
Meeting: 2nd Monday of each month

Bronx Borough Coordinating Committee Venus Williams, Borough Coordinator
vwilliams@cwa1180.org
Meeting: Last Friday of each month

Queens Borough Coordinating Committee Robin Blair-Batte, Borough Coordinator
rblair@cwa1180.org
Meeting: TBA

COMMUNIQUE

Official Publication

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Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith,
Venus Williams, Hazel Worley

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Communique Editor/Designer

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Helena Crump, Dan Cunningham, Lorraine Gamble-Lofton,
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THE TROUBLING STATE OF OUR NATION

The National Civil Rights and Equity Committee (CREC), at this year's Convention, took on the current challenges facing African American males in the United States. Obviously this is an extremely controversial topic, as CWA in California has police and sheriffs as members. While the report originally focused on the theme of "Black Lives Matter," an amendment was discussed to change the heading to "Black Lives Matter. All Lives Matter." Discussion ensued and after some back and forth, "Black Lives Matter. All Lives Matter" remained the heading. As we listen to and read different media reports about this topic, it is obvious that while all lives do matter, too many turn a blind eye toward the constant barrage of attacks on black lives. What follows is a synopsis of the CREC report presented at the Convention.

Michael Brown, an unarmed black teen, was shot and killed by a white police officer in Ferguson. This tragic killing raised outrage and action in Ferguson's black community, which is more than 60 percent of the population. But, this community is policed by a force that is nearly 95 percent white.

Politics failed and fueled the fire. Black residents were left out of the political process, with only 1 in 10 black voters participating in elections.

And, this lack of participation was reflected in Ferguson's institutions. The City Council had six seats, but only one of those was held by an African-American. The mayor was white. The City Manager was white.

Why be surprised? With a 22 percent black poverty rate along with troubled residents and politicians with no vision, you end up with disillusionment and unrest.

While it took many days for leaders to show concern and respond to the situation, we wondered why they weren't talking about the core issues at play. Is it because police brutality and racism are not issues our political leaders want to address, particularly in election years? Are politicians afraid

of taking on racially charged debates? Are they afraid of driving people of color to the polls in record numbers?

Clearly, the vast majority of police officers are good, conscientious, and responsible professionals who respect the rights of every citizen in communities they serve. However, it is impossible to ignore that staggeringly high numbers of innocent and unarmed minority citizens are brutalized and even killed during encounters with police, without anyone being held accountable.

Racism in law enforcement is a complicated and controversial issue. It is an issue that keeps us divided and fighting amongst ourselves at the very time when we need to come together, work together, and understand together the root cause of this and other problems in our society. If we focus only on black versus white, on police versus civilian, we will continue to argue and fight amongst ourselves. Nothing will be accomplished; things will only get worse. We must dig deeper and understand how we got here. Only then will we see a pathway to a better America.

But, the proper role of law enforcement is not the only challenge we face. Injustice takes on many forms, sometimes subtle and sometimes overt. We refer to these injustices as the "-isms." The common, everyday biases that so powerfully impact our lives.

Capitalism

An economic and political system in which a country's trade and industry are controlled by private owners for profit, rather than by the state. Unrestrained capitalism has led to the largest wealth inequality since the Great Depression and created two social classes the haves and the have nots.

Militarism

The police response to recent peaceful public protests has shown that law enforcement responses have become overly aggressive. We are not terrorists. We are not soldiers. We are Americans using our right to peaceful protest. This ideology of Militarism in our state and local police must be stopped.

Racism

Prejudice, discrimination, or antagonism directed against those of a different race based on the belief that one's own race is superior. It is an unavoidable fact that millions suffer from the scourge that is racism every single day. As a union, we must ensure that we fight against injustice wherever it appears.

Classism

Prejudice or discrimination on the basis of social class. At a time of extreme inequality, classism increasingly defines the social structure of our country. Politicians in both parties cater to a donor class that is separate and disconnected from the vast majority of America. When the policies of the lower and middle classes conflict with those of the donor class, the lower and middle classes always lose out. It is our core mission to fight for the rights of hardworking men and women and CWA must continue that fight on all fronts.

Ageism

Stereotyping and discriminating against individuals or groups on the basis of their age. Organizations are strongest when innovative ideas are combined with knowledge gained from years of experience.

Sexism

The prejudice, stereotyping, or discrimination of a person's sex based on the belief that one's sex, typically the male, is naturally superior to the other. Although any type of discrimination is damaging, women are intentionally victimized daily through legislative laws and regulated changes that attempt to prevent them from making their own choices about their bodies and their health. We are a union built on blood, sweat and determination fostering equality for all issues regarding women's rights.

The "isms" we face often stem from the wrong and misleading stereotypes associated with the many labels that are attached to us all. As we look forward, we see a country that is increasingly diverse; a country where individuals will increasingly come from different backgrounds. Our country and union are made up of people from a variety of races, ethnicities, genders, sexual orientations, economic and social classes, counties of origin, and faith traditions. Without a doubt, these are origins to be proud of, to celebrate. But, undoubtedly, individuals will be labeled, accurately and falsely, based on these differences. As we look forward, we must recognize these labels. But, we must also look beyond them. ■

