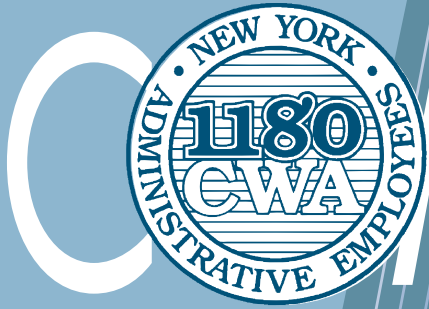


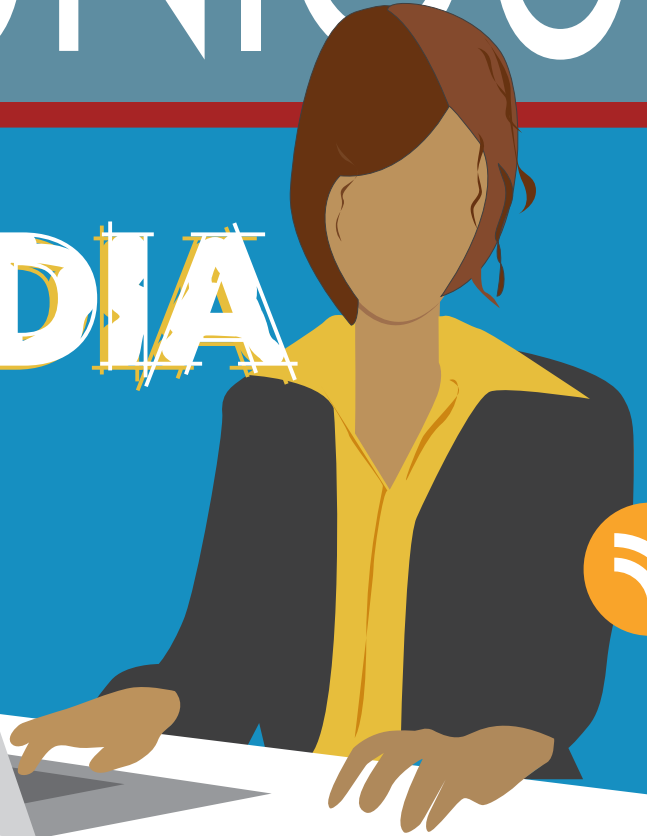
APRIL-JUNE 2016



COMMUNIQUE

SOCIAL MEDIA

DOs AND DON'Ts



Retiree Program: 20 YEARS AND GOING STRONG



LOCAL 1180 BENEFIT NEWS

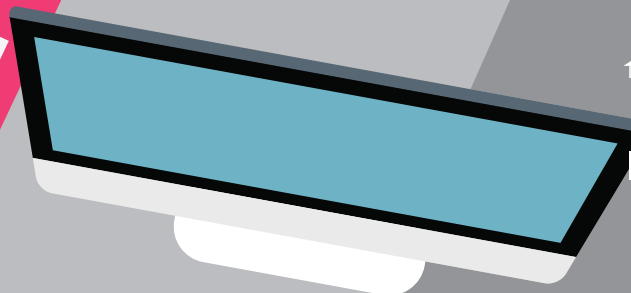
Security Benefit Fund & Health and Hospitalization Updates



LOBBY DAY 2016



DEMOCRACY AWAKENING





Narisha Smithson* is experiencing some challenges at home, she fell on her way to work, and she is having problems focusing in the workplace. Her day is not going very well. The icing on Narisha's cake comes when she is called into her manager's office to discuss additional job duties that will be assigned to her. Narisha was already stressed enough before the meeting with her manager. She needed to vent, but she was at work and didn't trust her co-workers.

Narisha went home and still could not shake her anger of the day. She signed onto Facebook and figured there would be little harm in venting, as her comments would fall into the category of "free speech" — and besides, her Facebook friends do not know her manager anyway.

Narisha told herself she would be on Facebook on her own time and that her friends would validate her feelings. Herein lies the problem, however. She not only referred to her supervisor by name in her post, but used all types of profanity as she vented. What Narisha did not realize is that one of her Facebook friends, who is also her friend at work, is a mutual friend of her boss. When she saw Narisha's post, the friend immediately sent it to the manager.

If Narisha thought she had a bad day at work earlier, she didn't realize what was headed her way. Her manager and upper management called her in for a meeting that required a Local 1180 representative defending her — not a simple task for obvious reasons. She was found guilty of her actions and as a result, was suspended for 25 days without pay, although the Union did save her job.

In a separate case, Brandi Beyer* developed health issues that were impacting her daily activity at work so she applied for time off through the Family and Medical Leave Act (FMLA). Brandi had a difficult time with the application process, and although she was eventually approved, she felt stressed and in need of a vacation. She went to Florida to relax with her girlfriends, was having a great time, and shared the whole experience on Facebook and Instagram.

Needless to say, some of Brandi's friends at work were also connected to her via social media and showed her posts to management. When Brandi returned, she was approached by her manager for a meeting about her time off and she had to engage Local 1180 for assistance. Brandi had charged her time off to FMLA, and as a result, was found guilty and suspended for 25 days without pay. As a result of Brandi's abuse of the system, her FMLA privilege was revoked.

Social media was born in the new millennium when Facebook was launched. According to recent research, people in the U.S. check their social media accounts a staggering 17 times a day, meaning at least once every waking hour, with the average user logging 1.72 hours per day. While you are checking your social media accounts, your boss can be, too. Management uses social media as a key tool not only in the job search process, but in "checking in" on their employees. When you become "friends" with your boss, or a co-worker follows you on Instagram, you are allowing them to get a glimpse of who you are outside the confines of the work environment. This is where it might behoove you to think twice.

While co-workers used to gather around the water cooler to gossip, now it's also done via social media. Your Wednesday night plans posted on Facebook can easily

become food for fodder. People who are your Facebook "friends" might not be your friends in real life. Even worse is that co-workers and managers could take you less seriously, you could be skipped over for a promotion, or you might find yourself first in line when layoffs occur, all based on your unflattering social media activity.

Unfortunately, Local 1180 has been in the position numerous times of having to defend members caught in social media snafus. While the Union has had some success so far in fighting for members to keep their jobs, the following that appeared on maximizsocialbusiness.com sums it all up best:

"People get 'Facebook Fired' when they post things they should not be posting, and then a co-worker or worse, a supervisor/manager, sees it because they were Facebook friends. While the National Labor Relations Board and the Courts sometimes find ways to say that laws or 'free speech' should protect certain types of personal posts, videos, or photos, people often find ways to post things that are not protected, and they get themselves, and their Facebook friends, into hot water. For example, in a decision from May 2013, not even the NLRB could help an employee who participated in a Facebook 'group message' and posted, among other things that the employer is "full of [expletive] . . . They seem to be staying away from me, you know I don't bite my [tongue] anymore, [EXPLETIVE (starting with "F"))]. . . FIRE ME . . . Make my day . . ." And, guess what? The employer did just that and the General Counsel of the NLRB recommended that the employee's claim be dismissed."

The problem is multi-faceted. One, be extremely careful with your social media posts from work and from home. You never know who is going to see them. Two, even if you are using your own smart phone or tablet to post during a break from work, the reality is that you were posting during the work day. Recent trends show that while more than half of U.S. employers now block social media access at the workplace, it certainly does not prevent people from using social media on their own time from their personal portable devices brought to work. A large problem arises when workers access social media on their breaks, as it leads to the question of whether a break from work is considered personal time, or still work time.

Advancing technology has long been a catalyst for change in the workplace, in good ways and bad. Now social media is raising the stakes by disrupting the way we work, or don't work, as the case may be. If you have to think twice about what you are posting, then you should not be posting it. Remember that social media is a written trail that connects back to you and your family.

Before you "like" your friend's status update, consider whether your boss will like all the time you are spending on social media, or whether your post — however innocuous you think it might be — could be misinterpreted by the powers that be. ■

*Hypothetical Local 1180 members



by Robin Person

in the Workplace

A MUST READ for everyone who posts

Almost everyone is on social media these days, including your boss and the HR department. Although Facebook has been around for 10 years, it seems people still haven't learned to think about how their posts could impact their careers. Take a look at your social media accounts; are you posting something that could lead to your termination? By now, most companies have social media policies. Do you know yours? If not, familiarize yourself with it. If your company doesn't have a formal policy in place —and even when they do — it's better to be safe than sorry by keeping the following guidelines in mind:

DO

Be smart about what you post

It's obviously a bad idea to complain about your boss or co-workers or to say anything negative about your employer on social media. Griping online may feel therapeutic, but it can also hurt your career.

Help shed a positive light on your employer

Many companies like to use your network to promote what they are doing and keep people engaged. So it's great to add all your new co-workers if you don't use social media as a place to vent or post what could be considered inappropriate or questionable material.

Be proactive and thoughtful

Make conscious decisions about which of your social profiles are public and which are private. A lot of new graduates choose to make Twitter public and Facebook private, but make those choices based on what you are most comfortable with and what you can stick with. Eliminate things you wouldn't want a superior to see.

Be authentic

There is a fine balance to be struck between being you and being inappropriate. Look to your new peers who have been at the company for a few months or years to see how they are walking that line.

Consider the following

Will you be able to stand in front of others and speak freely about your post without wavering? Is your post considered social media bullying or stalking? Would you be able to defend your post to a union representative, judge, or current or future employer if necessary? Is your post teetering on the edge of sexism, racism, gender bashing, etc.?

Remember

Social media is used by potential employers, law enforcement and in some cases, current employers. People put so much information on social media that authorities/employers can easily investigate and learn all about you before they ever meet you.

DON'T

Friend co-workers you don't trust or your boss

Be careful about which co-workers you're friends with online as you never know how good a "friend" they really are. Since your boss can make your work life wonderful or miserable, avoid the latter by keeping social media out of the equation.

Complain about work

It's Thursday night and you have to stay late to finish an expense report while your friends are out tasting margaritas at a new happy hour hotspot. Yes, that's very frustrating. No, you should not share that anywhere on the internet. Keep your complaints out of the virtual world.

Be too casual

Make sure your posts reflect the best version of you. That means no catty comments, snarky replies, or mentions of hot button topics like religion or politics that might be inappropriate for some workplaces. Keep your language clean and professional.

Play hooky and tell

Whether it's cutting work for a doctor's appointment, to sleep late, or phoning in sick so you can catch a movie, make sure you don't post about your adventures where anyone might see.

Post about something illegal

Whether it's sharing a cocktail recipe if you're under 21, pictures with drug paraphernalia, or a silly pose with a stolen street sign that has your name on it, don't post about it publicly.

Post harmful information

Social media should not be used in the workplace or to harm anyone. The result of a potential harmful post can be considered unlawful and legal action could be taken against you.

Taken in part from "Career Advice"

When in doubt, use The Communicate test:

If you wouldn't want it on the front page of the Communicate, don't put it anywhere on the web!

CWA 1180 Retirees Division

20 Years and

It's been said

that retirement is when

you stop living at work and

begin working at living. It's

also been said that retirement is

having the ability to do what you

want, when you want. No matter

how you look at retirement, it's

something that is on the minds of

almost every worker around the

world. The most common question

retirees are asked is what they

plan to do with all their spare

time now that they don't

have to work.

Currently Local 1180
has more than
6,000
Retirees

1.

WE DO IT ALL

According to data released by the Bureau of Labor Statistics, "Retirees generally spend their new found free time sleeping a little later, working around the house, and watching a lot more TV." But it is much more than that. It is a great time for you to enjoy the many activities you always loved and dreamed of and now have more time to do! Thanks to the vision of CWA Local 1180 nearly 20 years ago, retirees can find plenty of opportunities to fill their time right at the Union itself. "We do it all," Suzanne Beatty, Director of CWA 1180 Retiree Division, said regarding the events and programs offered in the Division. "We offer computer technology, exercise classes, benefits counseling, exciting trips, and special events. One thing all the events have in common is that everyone is glad to see you, and you feel most welcome. This is particularly important because retirees, not knowing what to expect, can often feel isolated in new environments. Come try it out. You decide; you won't be disappointed. After all, it's your benefit, come and use it."

2.

While no longer considered active members, retirees are far from inactive. "Most people who are employed full time spend seven or more hours at work each day. Once you retire, much of the time you used to spend working turns into leisure time. People ages 65 to 74 spent an average of about seven hours per day on leisure activities in 2012," according to the most recent American Time Use Survey, "compared to just over five hours among the total population age 15 and older."

That's where the CWA Local 1180 Retiree Division comes into play. Born as a result of the vision of President Arthur Cheliotis and the Executive Board, the Union wanted to develop a program for retirees that would meet their social, educational, and lifestyle needs and interests in retirement. So in 1996, Cheliotis and the Board of Trustees voted unanimously to create this new Division. Barbara Bailey, a union member who had recently retired at the time, was appointed Acting Director until a permanent Director was hired. The Union was looking for a Certified Social Worker to manage and direct the programs.



Most retirees are prepared for more free time and less stress, but some other aspects of retirement could be unexpected. A hardy personality and positive mental attitude will help you find meaningful engagement during this exciting time of life and help you navigate the unpredicted twists and turns of retirement.

Still Going Strong!

by Carole Silverman

3. On March 31, 1997, Suzanne Creary-Beatty was hired to direct the Retiree Division. She is a LMSW (Licensed Master Social Worker), Certified as AWSW-G (Advanced Social Work in Gerontology), and holds multiple specialty certificates. Suzanne and her staff of five are friendly, keep a positive attitude, and always look out for the retirees by trying to keep them happy and satisfied with the many interesting programs offered in the Division.

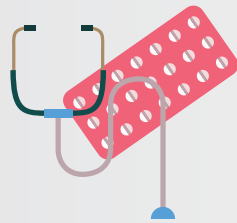
With such a busy division, it takes an entire staff to meet the needs of the 6,000-plus retirees. That's where Suzanne's five staff members come into play — Diane Mason-Smith, Assistant to the Director,

Special Events; Lynda Hogan, Assistant to the Director, Retiree Benefit; Amber Mathis, Administrative Assistant; Jonathan Lane, Retiree Member Specialist; and Indra Subryan, Retiree Benefits Specialist, fill in to manage the numerous daily tasks that make the Department a success.

Creary-Beatty said "the importance of having a Retiree Division in a union is two-fold. First, retirees have benefits through Collective Bargaining, such as general medical, optical, prescription drugs, and dental benefits. The Retiree Division is a benefit program providing services related to wellness, education, leisure and lifestyle aimed at improving the lives of the retirees throughout the course of their retirement. Funds are provided in order to actualize this benefit for the welfare of the members. Second, it is a great way to keep retirees connected to the union, its mission, and activities.

4. The Retiree Division sponsors a number of classes for retirees throughout the year, including the highly popular **computer classes on how to use Facebook, taking control of your Iphone and Ipad, Smart phone and tablet photography,** and **making flyers and letters with Microsoft.** Staying fit as a retiree is also important and the Retiree Division does its best to help retirees lead a healthy lifestyle. **Exercise classes** vary by fitness ability but include **Hudson River Walking,** which gets everyone outside to the beautiful river as a group; **chair dance,** which gets you fit while sitting down; **stretching,** which helps to increase range of motion; **Zumba and line dancing** that shake things up with fast paced, energetic aerobic dance to Latin and Salsa beats. (see next page for full schedule of events and times.)

CLASSES



[Full list of retiree classes on page 18]

Creary-Beatty said the Local 1180 Retiree Division wants to make sure that retirees do not spend too much time alone by giving them plenty of options for activities that will allow them to socialize. "Without a job to go to every day, retirees could find themselves spending an increasing amount of time alone. According to some recent statistics by the U.S. Census Bureau, nearly 44 percent of Americans ages 65 and older live alone. Unless you sign up for a volunteer position or make an effort to socialize on a regular basis, you could become bored and lonely, she said.

Currently the union has more than 6,000 retirees — 4,000 in the New York area and 2,000 across the country. The Division holds a Southern State Conference once a year to bring together union Retirees, keep them updated on health benefits, and offer a chance to meet other retirees in their area. So far, the Division has held conferences in Tampa, Atlanta, Charlotte, West Palm Beach, and Ft. Lauderdale. With all that the CWA Local 1180 Retiree Division offers, members have something to look forward to when they retire. ■

5. SEMINARS

Monthly seminars and events **educate retirees on their benefits** and bring important speakers like city landlord activists, and **Medicare and home health care** experts. The monthly Mix and Mingle offers retirees a chance to get together in an informal social setting based on the theme of the month. For example, Valentine's Day in February, St. Patrick's Day in March, and the holiday party in December. Other events like **luncheons** marking Martin Luther King, Jr. Day, Mother's Day, and Father's Day provide a lovely meal and time to celebrate. **Movie Mondays** are a great way to catch up on the latest movie you may have missed at the local movie theatre.



6. TRIPS

The Retiree Division also offers special trips throughout the year. This year, in celebration of its 20th anniversary, the Retiree Division will be going to **Lake George and Lake Placid** for four days, **Hudson Valley** for three days, **Nashville, Tennessee** for six days and **Amish Country** for two days. These trips fill up fast, so as soon as retirees get notice of the events, they should contact the Retiree Division and sign up immediately.

did you know?

In 2015, people aged 65 and older accounted for 15% of the population in the U.S. By 2050, they are expected to make up more than 22% of the population.

(U.S. Census Bureau, 2016)

Seniors spend a lot of time doing leisure activities, seven to eight hours a day.

(Bureau of Labor Statistics, June 24, 2015)

Every day for the next 20 years, another 8,000 baby boomers will turn 65. That's roughly one person every 10 seconds. (AARP, 2015)

Local 1180 **BENEFIT NEWS**

Security Benefit Fund & Health and Hospitalization Updates

As a result of changes to the GHI CBP Medical Plan adopted by Emblem Health, if (and only if) you are covered by GHI CBP, your prescription drug coverage and that of your dependents under the CWA Local 1180 Security Benefits Fund Prescription Benefit Plan will change starting on July 1, 2016, as follows:

**PRESCRIBED PREVENTATIVE
MEDICATIONS
\$0 COPAYMENTS**

THESE CHANGES DO NOT APPLY TO RETIREES

As mandated under the Affordable Care Act, certain preventative medications listed below will be provided by your Emblem GHI CBP coverage on July 1, 2016, **without charge to you**. Local 1180 no longer will provide coverage for these Preventative Medications also effective July 1, 2016.

- Aspirin, generic only, for men who are age 45-79 and women who are age 55-79.
- Influenza and pneumonia immunizations given outside of a doctor's office or hospital such as at a pharmacy.
- Vitamin D in generic form twice/day for those in an adult community (i.e., a nursing or long term care facility).
- Folic acid in generic form, .4 to .8 mg. once/day for women who may become pregnant through age 50.
- Fluoride in generic pill form for children six months up to age five.
- Smoking cessation products – generic only. After six months of providing these products, members will only be eligible thereafter if they are in a smoking cessation program.

- Iron supplements up to one year of age, generic only.
- FDA approved contraceptives: i) oral - generic only. ii) patch - generic only. iii) vaginal rings. iv) IUDs, v) Female condoms. vi) Emergency contraception – presently, only Plan B is available.
- Bowel Preps: Ages 50 through 75; generic only; limit two prescriptions per 365 days.
- Primary Prevention of breast cancer: Raloxiphene (generic only version of the brand name Evista) is only covered for the Primary Prevention of Breast Cancer in women age 35 and older. All other drugs from primary prevention of breast cancer are covered through New York City PICA Program, not through GHI.

It is important to note that these changes have no effect on HIP, AETNA, CIGNA, EMPIRE BLUE CROSS BLUE SHIELD, METROPLUS GOLD, VYTRA or GHI Medicare eligible members and their Medicare eligible dependents.

For further information on the 1180 Prescription Drug Program, please call 212.966.5353.

**EMBLEM GHI CBP
MEDICAL PLAN**

Benefits Summary	Current Copay	July 1, 2016 Copay
ACPNY PCP	\$15 copay	\$0 copay
ACPNY Specialist	\$20 copay	\$0 copay
All other PCPs	\$15 copay	\$15 copay
All other Specialty Providers	\$15 copay	\$30 copay
Urgent Care	\$15 copay	\$50 copay
Diagnostic/Lab	\$15 copay	\$20 copay
MRI/CAT/Hi-Tech Radiology	\$15 copay	\$50 copay
Physical Therapy	\$15 copay	\$20 copay

For a list of Primary Care Physicians (PCP) or specialists affiliated with the multi-specialty physician practice of AdvantageCare Physicians (ACPNY), please visit emblemhealth.com/city or acpny.com

ACTIVES, NON-MEDICARE RETIREES, AND THEIR NON-MEDICARE ELIGIBLE DEPENDENTS ONLY

The GHI CBP program will enhance coverage to provide for in-network preventive services, such as those listed below. Please refer to emblemhealth.com/city for a complete list of preventive services available.

Routine physicals • Immunizations • Colonoscopies
Mammograms • Birth control prescriptions
These services will be available with \$0 copayments.

When using out-of-network providers, there will be no changes to your current out-of-pocket costs. You will still pay any applicable out-of-network cost-sharing plus the difference between the provider's fee and GHI's reimbursement, which may be substantial.

EMBLEM HEALTH (GHI CBP) MEMBER ID CARDS

Your new Emblem Health (GHI CBP) member ID card will be mailed to you approximately 10 days prior to the July 1, 2016, effective date of your plan changes. Please begin using it when claiming benefits, and be sure to destroy your previous card once you receive your new one.

QUESTIONS?

If you have any questions about the changes to your GHI CBP medical benefits, please call EmblemHealth Customer Service at **1.800.624.2414**, Monday to Friday, 8 a.m. to 6 p.m. For TTY/TDD, please call 711, or visit the website at emblemhealth.com/city. You can also visit the City of New York Office of Labor Relations at NYC.gov/olr.

If you have any questions about changes to your Empire BlueCross BlueShield hospital benefits, call **1.800.433.9592**, or visit empireblue.com/nyc



Your **HIP HMO** plan continues to offer you **\$0 copayments** for office visits when you choose a Preferred Primary Care Physician (PCP) provider from the Prime Network. If you choose a non-preferred PCP provider within the Prime Network, you will have modest copayments for services.

How the plan works

As a HIP HMO member, you are required to select a participating PCP. When you choose a preferred PCP from among the participating providers, you will have no copayment for primary and specialty care office visits. Additional services, such as diagnostic and lab tests, will also be provided with no copayment.

- If you choose a PCP that is not a preferred provider, you will have a \$10 copayment for primary care and specialty office visits, diagnostic and lab tests.
- For a list of participating and preferred providers, visit emblemhealth.com/city

Effective July 1, 2016, your plan will be administered as follows:

PCP Selection	PCP Copay	Specialist Copay (when referred by a PCP)*
Preferred Provider	\$0	\$0
All other participating PCPs in the Prime Network	\$10	\$10

* Some services, regardless of PCP selection, have a different copay level, such as emergency, ambulatory surgery, and hospital care.

MEMBER ID CARDS

Preferred PCP

If you are currently using a preferred PCP, you may continue to use the member ID card you already have.

Non-Preferred PCP

If you choose a non-preferred PCP, your new member ID card will be mailed to you approximately 10 days prior to the July 1, 2016, effective date of your new plan. Please begin using it when claiming benefits, and be sure to destroy your previous card once you receive your new one.

QUESTIONS?

If you have any questions about your new HIP HMO Preferred plan, call **1.800.447.8255**, Monday to Friday, 8:00 a.m. to 6:00 p.m. If you have a hearing or speech impairment and use a TTY/TDD, please call 711, or, visit our website at emblemhealth.com/city. You can also visit the City of New York Office of Labor Relations website at NYC.gov/olr



In addition, your spouse/domestic partner will be able to take advantage of the Special Monthly Pricing. Visit NYC.gov/olr for more information.

ADDITIONAL ENHANCEMENTS

TELEHEALTH — GHI only

Beginning July 1, 2016, you will have access to a telehealth benefit through American Well (AmWell) for a \$15 copayment. This is a telehealth company that uses technology allowing you to access remote clinical health care via online video interaction or telephone. This service is not a substitute for visiting your PCP, but rather an alternative method for receiving care for minor, everyday ailments that may not require a visit to your doctor. For more information regarding this new benefit, visit emblemhealth.amwell.com

ZOCDOC — HIP & GHI

An online service you can use to find and book in-network doctor appointments, often for the same day. For more information about this new benefit visit zocdoc.com/nyc

WEIGHT WATCHERS — HIP & GHI

Beginning June 1, 2016, employees can take advantage of special NYC employee pricing, along with monthly discounted pricing when they join Weight Watchers. You will be able to attend meetings in your workplace, where available, and unlimited meetings in your local community or follow the plan online with digital and mobile tools through Weight Watchers OnlinePlus.

Weight Watchers MEETINGS	
Special Monthly Pricing	\$30
NYC/Union Contribution	\$15
Employee Monthly Cost	\$15

Weight Watchers Online PLUS	
Special Monthly Pricing	\$14
NYC/Union Contribution	\$7
Employee Monthly Cost	\$7

Maximum Out-of-Pocket (MOOP)

MOOP refers to the maximum amount of in-network cost-sharing expenses that you will pay in each plan year for covered services/essential health benefits received from Participating Providers under the GHI/Empire BlueCross BlueShield plans combined. MOOP includes deductibles, coinsurance and copay charge amounts that you must pay for covered in-network services and any applicable riders in a policy year. Cost-sharing amounts attributable to services received from Non-Participating Providers generally do not count toward MOOP. Amounts incurred for non-covered services and other non-covered expenses, such as amounts in excess of plan allowances as well as any financial penalties do not count toward MOOP. Premiums and/or premium contributions also do not count toward MOOP. The MOOP amount may change from plan year to plan year.

Reminder: New Pre-certification Requirements

As we previously communicated, many procedures require pre-certification. Your provider should call NYC Healthline at **1.800.521.9574** for pre-certifications including:

- In-patient admissions
- Within 48 hours of an emergency admission
- Ambulatory surgery
- Physical and speech therapy after the 16th visit

Benefits Summary	Current Copay	July 1, 2016 Copay
Emergency Room	\$50	\$150

Co-pay waived if admitted to hospital within 24 hours

JULY 1, 2016 – DECEMBER 31, 2016

	Individual MOOP	Family MOOP
GHI Medical MOOP	\$2,175	\$4,350
EBCBS Hospital MOOP	\$1,250	\$2,500

JANUARY 1, 2017 – DECEMBER 31, 2017

(Subject to indexing by the federal government)

	Individual MOOP	Family MOOP
GHI Medical MOOP	\$4,550	\$9,100
EBCBS Hospital MOOP	\$2,600	\$5,200



ARTHUR CHELIOTES

President

American Populism – Which Side Are You On?

The sleeping giant of American populism is awakening and it has both a bright side and a dark side. The dark side is represented in large part by many Donald Trump supporters emboldened by his obnoxious rhetoric unmasking code words and other euphemisms to reveal the bigotry and hate of aging, white, middle-class Republicans.

For decades they drank the corporate Kool-Aid, voted against their own economic interests on the promise that the Republicans following Nixon's southern strategy would bring them back to the Jim Crow days. Many finally figured out that the Republican Establishment was only interested in supporting their elite corporate donors

Until they got 'the Bern,' these millennials were on the sidelines and didn't get involved in politics. Now they represent the bright side of American populism.

who rigged the economy and sent their jobs overseas, evicted them from their homes, and stole their pensions.

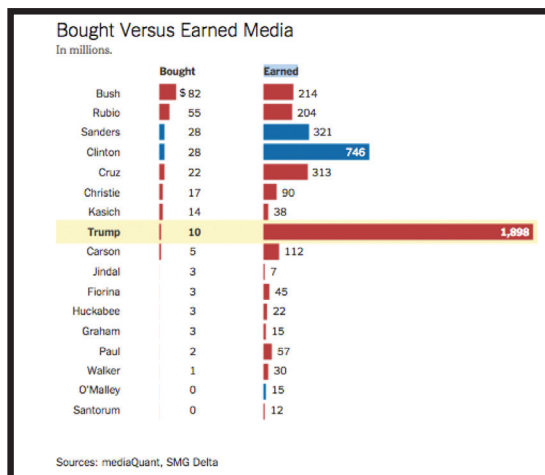
Yet, they remained in the Tea Party wing of the Republican Party while it created distractions such as saying Obama was going to take away their guns or force them to send their children into bathrooms based on gender identity. They once had privileges in their segregated communities; corporate elites convinced them government, unions, corporate taxes, and regulations were what they should fear. If Republicans could stop government's stronghold over corporations, they could turn back civil rights and voting rights and return them to the white Christian nation of a century ago.

The rank-and-file's rejection of establishment Republicans like Jeb Bush in favor of Trump

may prove fatal for the Republicans. Trump understands how corporate media works and his obnoxious statements are making corporate media very rich, breaking all revenue records for presidential elections. They give him free media coverage because it boosts ratings.



American audiences tuned into the Republican debates at record numbers, expecting to be entertained by him. This media darling didn't disappoint. He masterfully diverted attention from the greed of the 1% making scapegoats of those who are different, non-white, and non-Christians. An article in the *New York Times* March 15, 2016, titled 'Study: Trump Has Earned Close to \$2 Billion Worth of Media Attention' offered this graph:



Make no mistake; Trump is the creation of the Republican Party building on the fear that the election of President Obama signaled the end of white privilege. While the Republican Party has been exploiting the fear of the white, middle class for decades, so have some Democrats. Much of the bi-

partisan national legislation on crime and mandatory prison sentences, welfare reform, labor, and regulation policies had those white voters in mind. Splitting the middle class along racial lines weakened the political power of working people. Bipartisan legislation deregulated industries

including media, energy, banking, and finance, thereby giving rich elites greater power and control and driving income inequality.

This income inequality is the result of national policies supported by both the Republican and Democratic parties backed by rich elites who have legalized the stealing of our nation's wealth. They promote corporate tax cuts, special tax loopholes, and taxpayer subsidies for corporations. The largest group is Wall Street bankers who crashed the economy and drove up the cost of housing, higher education, and health-care by demanding higher returns on investments in all industries. They have shifted the

tax burden from the 1% and their corporate investments to middle- and working-class families.

The other side of American populism consists in

large part of young, aspiring, independent voters who have realized that the American dream has become an impossible dream. Bernie Sanders is speaking to their frustration of not being able to reach the middle class. They followed the rules, stayed out of trouble, went to school, and now in

their thirties with thousands of dollars in college debt, are still living at home with their parents. In many families, mom and dad have lost their jobs as their employers became mean and lean, they don't have a defined benefit pension, their 401K looks more like a 201K after the 2008 crash, and their taxes have increased as the 1% and corporations are not paying their fair share.

These families have the education and experience to see how the political and economic system is rigged against them. They know corporate media's version of the world does not represent their reality. Bernie Sanders' message of making government work for the average American and millennials inspires them. They are the next generation of progressive voters who will demand a political agenda that speaks to their concerns. Until they got 'the Bern,' these millennials were on the sidelines and didn't get involved in politics. Now they represent the bright side of American populism.

Of course, these voters with their this populism smacks up against neoliberal corporate Democrats who have facilitated the income inequality we are experiencing today. After decades of being told workers would never support socialism, they eagerly support Bernie Sanders, the socialist candidate. They are fed up with a Democratic Party that also helped create the rigged economic system that doesn't work for them, and a political system that keeps elites in power no matter how they vote.

The Democratic Party outside of Sanders isn't too interested in changing the rigged system. And it's even less interested in that specific chunk of the middle class that forces elites to confront head on the naked brutality of the economic system that only works for them.

Continued on page 18



GINA STRICKLAND

First Vice President

Stand Up for Union, Human, Civil Rights Stand Up for DEMOCRACY

The dictionary defines democracy as a system of government in which all the people of a state are involved in making decisions about its affairs. It consists of four key elements:

- A political system for choosing and replacing the government through free and fair elections
- The active participation of the people, as citizens, in politics and civic life
- Protection of human rights of all citizens
- A rule of law in which the laws and procedures apply equally to all citizens

“As in the definition of democracy, we must hold all of our elected officials — those in the city council, state legislature, and congress — accountable for their actions.”

UNIONS

Unions have been around since the 1800s. The purpose of unions was for workers to band together as one voice to address their working conditions. Through the years, unions have grown as more workers see the benefits of being a part of the labor movement. Union members today, through contract negotiations, have seen the positive impact on their wages, benefits, working hours, health and safety issues, and their due process rights. There are more members in public sector unions than in private sector unions but **all** unions are under attack.

According to a *Forbes* 2012 article, the average annual income of the top 1 percent of the population is \$717,000, compared to the average income of the rest of the population, which is around \$51,000. Yet, despite this grandiose income, the top 1 percent are doing their best to destroy unions.

Some of this 1 percent are those who funded the recent Supreme Court Case *Friedrich vs. California Teachers Association* that threatened the solvency of unions. With the sudden death of one of the nine justices, however, the decision resulted in a 4-4 tie. The 1 percent will most likely continue their quest to dissolve unions as they are threatened by the labor

movement being instrumental in creating the minimum wage, social security, eight-hour work day, weekend and overtime pay, Americans with Disabilities Act, and the Occupational Safety and Health Act.

HUMAN RIGHTS

Human rights justifiably belong to every person and arise from simply being a human being — rights such as free speech and expression, education, a fair trial, and protection from torture. According to many activist organizations, these human rights came about after World War II in reference to the treatment of Jews and other groups by Nazis. In 1948, the United Nations General Assembly adopted the Universal Declaration of Human Rights and we now have the right to be treated with respect and dignity.

CIVIL RIGHTS

It is well documented that civil rights are those rights that became law. Many of these rights originated between 1955 and 1968 with what is known as the Civil Rights Movement that ended the segregation of black people. The movement consisted of non-violent protests, strikes, and civil disobedience acts like the Montgomery Bus Boycott. Also, there were various sit-ins because blacks were not allowed to enter restaurants. Most notable were the ones in Alabama and Greensboro, as well as the Selma-to-Montgomery march.

Through these efforts came the Civil Rights Act of 1964 that banned discrimination based on color, race, religion, sex, or national origin in employment practices and ended the unequal application of voter registration requirements and racial segregation in schools, workplaces, and public accommodations.

The following year, the Voting Rights Act of 1965 was enacted. It restored and protected voting rights. Section 2 of this act is very important as it is a general provision that prohibits every state and local government from imposing any voting law that results in discrimination against minorities. Other general provisions specifically outlaw literacy tests where individuals are required to pass reading and writing tests in order to vote and other devices that were historically used to disenfranchise minorities.

In the United States, a democratic country, every citizen has certain basic rights that the state cannot take away. These rights are universally recognized and guaranteed. Everyone has the right to their own beliefs, including their religious beliefs. Everyone has the right to seek different sources of information and ideas. Everyone has the right to associate with other people, and to form and join organizations of their own choosing, including trade unions.

It is very important to understand your rights so you can exercise them. Our forefathers in many cases sacrificed their lives to get and preserve many of the rights we have today. However, the powers that be in the 1 percent are counting on the 99 percent to be lackadaisical on these matters. In some states it is now required to show government ID to vote. This passed because we were not paying attention.

DEMOCRACY

As in the definition of democracy, we must hold all of our elected officials — those in the city council, state legislature, and congress — accountable for their actions. We have the power to put them in office and must utilize that same power to vote them out. We must be engaged in the political process not just at election time but all the time. Although the 1 percenters have money to donate to the politicians, the 99 percent must rely on people power, bond together to make a difference, and preserve our rights, not just for ourselves but for our family and community.

It is time to stand up for your union rights, human rights but most importantly stand up for democracy. Remember democracy is for the people not the corporations. Get involved now! ■

MEMBERS IN ACTION

Standing Strong with Verizon Strikers

Striking Verizon workers suffered incredible financial hardship for 45 days due to Verizon's unreasonable and greedy demands at the bargaining table. Verizon was demanding the right to transfer workers anywhere, implement layoffs with no regard to seniority, and replace our displaced brothers and sisters with outside contractors. Verizon demanded the right to outsource call center jobs overseas and demanded that retirees greatly increase their contributions to health care costs. Recording Secretary Lourdes Acevedo stopped on Hylan Boulevard and New Dorp Lane in Staten Island to support striking Verizon brothers and sisters from Local 1102. On May 5th, Local 1180 participated in a march and rally in lower Manhattan in support of Verizon workers by standing together in strength and unity to demand a fair contract. On Memorial Day weekend, the strike came to an end. ■



Honored for Commitment to Labor Movement

President Arthur Cheliotos (center) was awarded with the prestigious Harry Van Arsdale, Jr. Labor Award on April 7 by the Richmond County (Staten Island) Democratic Club. He joined other honorees, including the Hon. Letitia James, NYC Public Advocate, who received the John W. Lavelle Democrat of the Year Award. Pictured on the left is Gary Lane, Democratic Club President, and on the right is Denis Hughes, former President of the New York State AFL-CIO. ■

Former Exec Board Member Alan Goldblatt Retires

After 43 years of City service in HRA, former longtime CWA 1180 Executive Board member and CWA 1180 Committee on People with Disabilities Chairperson Alan Goldblatt has retired. President Arthur Cheliotos presented Goldblatt with a plaque at a party held in his honor in Chelsea. "Alan was a great addition to our Local, and a pleasure to work with. He could always be counted on. We wish him well in his retirement," Cheliotos said. ■



Women's Committee Holiday Collection

The CWA Local 1180 Women's Committee once again collected socks, scarves, and hats during the 2015 holiday season that were donated to Children of Parents With AIDS (COPWA). The organization was established in 1995 and has done remarkable work so far. The Women's Committee chose COPWA as the recipient of the collection in order to help ease their load of providing for these children. ■

Press Conference on NYC Gender Wage Gap

On April 11, 2016, Public Advocate Letitia James released a report entitled "Advancing Pay Equity in New York City: An analysis of the gender wage gap in New York City's workforce." We invite you and your members, supporters, and colleagues to join us as the Public Advocate shines a light on the wage gap in our City's workforce. The report reveals that women employed by the New York City government experience a gender wage gap three times larger than women working in the private for-profit sector, and two and a half times larger than women working in the private not-for-profit sector. Additionally, the report finds that wage disparities for women of color in New York City



are significantly worse than the national average. The report delivers five recommendations to remove remaining barriers women face in achieving pay equity. "Wage disparity strikes at the heart of our City's values and sets us all back," said Public Advocate Letitia James. "There is simply no excuse for women to be paid less than men. Whether you work in the public sector or the private sector, equal work must mean equal pay. As a government, we should be particularly alarmed that there is a disproportionately higher wage gap among municipal employees. While this issue isn't new, it must be addressed with a focus and vigor worthy of our progressive city." Attending the press conference from CWA Local 1180 were Vasiliki Seremetis, Zenola Fields, Union Attorney Yetta Kurland, First Vice President Gina Strickland, Secretary-Treasurer Gloria Middleton, and Executive Board members Hilary Bloomfield, Lisa Lloyd, and Denise Gilliam. Also pictured with Public Advocate James are representatives from various advocacy groups. ■



Prom Dress Drive 2016

This year, with the help of CWA members donating more than 100 dresses, shoes, and accessories, the Civil Rights & Equity Committee helped make a great impact on the lives of 300 young ladies with the Annual Cinderella Project Prom Dress Give-away, hosted by the CEO and Founder Gwen Richardson. As Local 1180 members assisted the ladies with their selections, it was overwhelming to see their excitement. Members of CWA once again made a positive impact by giving back to the community. The Committee thanks everyone who donated. Pictured from left are Regina Kelly, Helen S. Jarrett, Stephanie Lindo (retiree), Carol Griffith, Hazel O. Worley, Kianna "Kee-Kee" Beckles, and Dana Holland. ■

Harlem Hospital Union Day

CWA Local 1180 members visited Harlem Hospital with other union leaders to tout the benefits of belonging to the Union and why it's important for everyone working for the City to band together in a sign of solidarity. From left: Anthony Scruggs, Executive Vice President of Local 768; Patti Jacobs, CWA Local 1180; Andre Green, Assist Director Law Enforcement Division of Teamsters Local 237; Roxanne Romney, NYS Nurses Association Representative; Nola Brooker, DC37 Director of Professional Division; Nate Franco, Local 768 Shop Steward; Herbrena Young, Local 1180 Shop Steward; and Darren Welty, Local 1180 Staff. ■



Day of Action

Members of the Bronx Community Coordinating Committee participated in an immigration mobilization event. Attending from the Union were Lilieth Ferguson, Michael Pricoli, Carolyn Chamorro, Marie Johnson, Darren Stukes, Hilary Bloomfield. ■



LOBBY DAY 2016



State Senator Bill Perkins with Pete Sikora, CWA District 1 Research Economist.

Lobbying

Every year Local 1180 heads to Albany on a Tuesday in April to lobby the New York State Legislature on issues and legislation that has a direct impact on its membership. Several busloads of members partake in the yearly event, yet how many actually understand the importance of lobbying, what it is, or why thousands of groups and organizations throughout the state partake in the process?

Lobbying is the act of attempting to influence decisions made by officials in a government, most often legislators or members of regulatory agencies. Lobbying is done by many types of people, associations and organized groups, including individuals in the private sector, corporations, fellow legislators or government officials, or advocacy groups (interest groups).

To better understand the word lobby, you have to start with the origins of the word. The term lobby has been around since the 1800s when citizens and/or interest groups had to stand in the lobby to meet with their legislators in order to do their "lobbying." In a way, this is still true today.

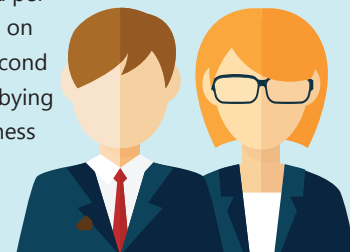
What Is Lobby Day?

Lobby Day is a term used by organizations and groups for select days, often annual, when lay members meet politicians or public servants at various levels to advocate and explain support or opposition for legislation relevant to them. While a national lobby day may be held by the national leadership of an organization, its regional or local affiliates may hold their own separate lobby days in order not to compete with the larger, often more vocal groups.



What Is A Lobbyist?

Lobbyists come in all shapes and sizes, meaning some lobbyists might be from a particular legislator's district, they may be a person from a specific organization tasked with keeping an eye on legislative happenings — as is the case with Local 1180's Second Vice President Gerald Brown — or they may engage in lobbying as a business. Professional lobbyists are people whose business is trying to influence legislation on behalf of a group or individual who hires them.



Why Local 1180 Lobbies in Albany



Local 1180 has Lobby Day in Albany to ensure that our members' needs are addressed and to maintain union-won battles like paid sick leave, decent wages, paid holidays and health benefits. Local 1180 also joins other unions in solidarity as they fight to defend their issues. For example, Local 1180 recently helped make the voices louder for thousands of fast food workers and homecare workers in their fight to raise the minimum wage to \$15 an hour with paid sick leave. Members met with Senators James Sanders and Leroy Comrie (at left).

Brown said Local 1180 lobbies the State Legislature in Albany, the City Council in Manhattan, and Congress in Washington, DC for a variety of reasons, including getting legislators to vote against bills that might hurt labor, vote in favor of bills that would help labor, or simply to express an opinion on a hot topic that is being debated that year. He said it's important for Local 1180 to be well known by legislators at all levels of government.

"We work to establish relationships with State and City leaders, Congressional representatives, and even local government officials so that we have a presence," Brown said. "We want to make sure that when there is a labor issue, legislators know they will be hearing from Local 1180."

What Local 1180 Lobbied for in Albany this Year

- 1. Preserve affordable housing.** Brown said that if you don't talk about it enough, the issue of affordable housing will go on the back burner with Legislators as many are not even aware of how serious a problem this is in the City. Legislators who do not have apartment buildings in their district don't always know enough about rent stabilization and how drastic an impact this has on hundreds of thousands of City residents.
- 2. Paid family leave.** Some laws allow workers to take family leave but without pay. Brown said in today's times, when most families require two incomes, it's important for people to know that they will be paid for some of that time off should they need to temporarily stop employment in order to take care of a loved one. Only recently the City started an expensive paid family leave for some managers, but Brown said this needs to be replaced with an affordable program for everyone on a statewide level.
- 3. Raise minimum wage to \$15.** With the cost of living escalating and incomes not keeping up, Local 1180 believes that the minimum wage should be raised to \$15 and hour for all workers, and as such, is increasing lobbying efforts to tackle this.

Local 1180 members attend an issue briefing session during Lobby Day.



Brown said the Union also uses Lobby Day as a chance to thank the Legislature for the generous grants it provides to the Murphy Institute, allowing Local 1180 members to further their education with 24 undergraduate and 24 graduate credits at no cost as the program is sponsored by the Union.

SPOTLIGHT ON SHOP STEWARDS

by Quinella Williams

Sabrina Graves
Administrative Manager



Sabrina Graves has been employed by the City of New York for 28 years. She works at the New York City Fire Department at 9 Metro Tech in Brooklyn. Her Shop Steward career began three years ago when the former Shop Steward recommended she run for the position. Graves's interest in the Union stems from her belief that "the Union Strong helps all. Members cannot do their jobs without the strength and support of the union, a strong union is a strong middle class." In her role as

Shop Steward for the Fire Department, Graves joined the Civil Service Committee to help advance her knowledge of Civil Service Rules and Regulations. The more she learned, the more insightful information could be passed on to the workers at her site. While attending meetings at the Union, she learned that the Union offers services like education assistance, legal help, and prescription coverage. Graves utilized the educational services by receiving her Public Administration and Public Policy

Certificate from the City University of New York, Murphy Institute and looks forward to continuing her studies there. In her spare time, Graves likes to write; her current project involves writing about women assertiveness in business, self help, life and spirituality. In addition, she enjoys painting and public speaking, and partakes in events as a motivational speaker. During all of her endeavors, Sabrina finds time to focus on a weight loss program to stay healthy. In her venture to find out more

about her rights as a union member, Sabrina would like to see the *Communique* write an article on "How do we better our Union?" Also, list the "Job Requirements of Staff Representatives and Establish Term Limits".

The best way to contact Ms. Graves is on her cell at 917.736.8593. ■

Norma Lynch
Principal Administrative Associate
Level 1



Norma Lynch has been employed by the New York City Department of Homeless Services at 33 Beaver Street in Manhattan for 10 years, where she serves as a Payment Analyst. Her career as a Shop Steward began four and a half years ago when CWA 1180 had vacancies at her work location. The interest to know about her rights as a union worker lingered from her time in DC37 Local 1549 when she was termi-

nated from her job at the Department of Homeless Services one week before the year's probationary period ended. At that time, she fought a long, tiring battle to get back her job. Lynch won the war when it was determined that her termination was unreasonable. The decision to finally become a Shop Steward was to avoid being a victim again. She believes that "the union is for the workers and worker's

rights that include contract negotiations, educational assistance and promotional opportunities." While attending meetings at the Union, she joined the Disability, Organizing and Political Action, and the Brooklyn Borough committees. Lynch would like to see the *Communique* write an article reminding employees about being professional in the work place, consisting of behavior, dress code and work performance. In addi-

tion, the union paper should provide the websites for job opportunities, enhancement of skills, and DCAS available exams. In her spare time, when Lynch is not at a Union function, she enjoys reading, writing, and bowling.

The best way to contact Ms. Lynch is on her cell at 917.995.6824 or by email at Normalynch67@yahoo.com ■

Diana Craigwell
Principal Administrative Associate
Level 2



Diana Craigwell has worked for the New York Department of Transportation for 29 years. Her office title is Supervisor of Customer Service for Disability Parking Permits, located at 30-30 Thomson Street in Queens. Diana became a Shop Steward three years ago to disseminate information to co-workers that would provide a more balanced perspective of work life and help members feel more empowered. Years ago, she contacted the Union to ask about the provisional Principal Administrative Associate (Supervisors) in

her office being rolled back to Clerical Associates, but continuing to perform the same duties. Her complaint was validated and the staff that was promoted to Principal Administrative Associate was no longer supervised by Clerical Associates. Ms. Craigwell believes that "we have a good union that supports their members, provides insightful information to the members, and pays attention to the social environment and address concerns that affect the members." In her role as Shop Steward, Ms. Craigwell has joined the Civil

Service and Queens Community Coordinating committees. She believes the Union has many services that are underutilized by the members, but she herself has used the prescription, vision, and her share of education benefits. She recently finished her last graduate course at the CUNY Murphy Institute to receive a Master's Degree in Urban Studies in May. "If it wasn't for CWA 1180 paying for 24 of the 30 credits of my Master's, it would have been close to impossible if I had to pay for the entire graduate program." In the little spare

time she has, Diana likes to read and listen to jazz and prayer worship music. She would like to see the *Communique* list instructions on "How To get started on a grievous, the Steps process, who to contact and what information the member needs to bring when going to the Union to meet with the staff representative.

The best way to contact Ms. Craigwell is by calling or texting her cell at 347.239.0277. ■

Editor's Note: Thanks to all the Shop Stewards for the story suggestions. Watch for stories on these topics to appear in future editions of the *Communique*.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

December 16, 2015

Meeting called to order at 6:35 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, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Hazel O. Worley, Venus Williams

Absent: Lenora Smith, Member at Large

Minutes of the November 16, 2015, meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas opened the discussion with a letter from Arelis Tavares, Community Outreach Director at the New York State AFL-CIO, dated December 14, 2015, to the Executive Board requesting to become a dues paying member of CWA Local 1180. A motion was duly made, seconded, and carried to accept the member's request.

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

November 17, 2015 — President Cheliotas held a conference call with Margarita Hernandez, CWA District 1 Organizing Director for the Working Families Alliance, regarding leadership development of CWA members for the Political Action Fund Drive. Later that day, President Cheliotas and Secretary-Treasurer Middleton met with Mayor Bill de Blasio to discuss the Administrative Manager's EEO case.

November 18, 2015 — President Cheliotas held a conference call with CWA President Chris Sheldon, Secretary-Treasurer Sara Steffens, and CWA District 1 Vice President Dennis G. Trainor to discuss the Unity at Mobility Bridge SIF request.

November 19, 2015 — President Cheliotas attended the New York City Central Labor Council's (CLC) Executive Board meeting. Later that day, President Cheliotas met with NYC DCAS Commissioner Stacey Cumberbatch and her staff to discuss issues regarding the administration of the Administrative Manager (OC and Prom) Exams held on June 13, 2015. Also in attendance were Vice Presidents Gina Strickland and Gerald Brown and Secretary-Treasurer Gloria Middleton. That evening, President Cheliotas attended the CLC Delegates meeting to vote on changes in their constitution.

November 20, 2015 — President Cheliotas held a conference call with CWA Defense Fund Over-Site Committee (DFOC) to discuss grants for retiree health benefits and organizing the ski industry. That evening, he attended the Bronx Coordinating Community Committee Meeting preparing members to meet with council members.

November 24, 2015 — President Cheliotas held a conference call with the Working Families Party Advisory Council regarding the presidential election endorsements. The National CWA conducted a member poll and has endorsed U.S. Senator Bernie Sanders for President in the 2016 Primary Election.

December 1, 2015 — President Cheliotas held a weekly staff meeting.

December 2, 2015 — [President Cheliotas] presided over the general membership meeting.

December 3, 2015 — President Cheliotas held a conference call with Attorney Yetta Kurland, CWA Local 1180's lawyer, regarding the EEO case.

December 4, 2015 — [President Cheliotas] held a conference call with DFOC to discuss anti-Wall Street education and the Chicago News Guild Strategic Industry Fund grant requests.

December 3, 2015 through December 10, 2015 — The President attended the 38th Annual NYS Public Employee Conference regarding state legislative issues. Extensive discussion was fo-

cused on the upcoming Supreme Court Case: Friedrichs vs. California Teachers Association, which may have serious ramifications on labor unions.

December 10, 2015 — President Cheliotas attended the State Federation holiday party.

December 14, 2015 — President Cheliotas attended the New York City MLC Executive Board meeting. Karen Ignagni, President and CEO Emblem Health, made a presentation. Later that day, President Cheliotas met with Henry Garrido, Executive Director of DC 37, and John Pescitelli from M3 Technologies. Mr. Pescitelli made a presentation on how his company has helped CWA Local 1180 members. That evening, President Cheliotas attended the Bronx Community Committee Meeting.

President Cheliotas distributed and discussed the status report, dated December 1, 2015, from our Attorneys Mirkin & Gordan, P.C. listing legal matters they are working on for Local 1180. In addition, he presented the December 2015 organizing report prepared by Stephen M. Ferrer. He also presented the Policy Research Group Update Reports on Collective Bargaining and on 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 the following:

Department of Homeless Services (DHS)

December 15, 2015 — Commissioner Gilbert Taylor announced his resignation from DHS, effective January 1, 2016.

Human Resources Administration (HRA)

It has been announced that HRA Commissioner Steve Banks and First Deputy Mayor Anthony Shorris will oversee Department of Homeless Services and review in coordination with Mayor's Office of Operations. They will be looking to restructure the organization that has not seen any changes in 20 years.

NYPD and FDNY 911 Operations

New York Police Department (NYPD) and Fire Department of New York (FDNY) 911 Call Center Operation will move to 315 McLean Avenue, Bronx, N.Y.

June 2016 will start Phase I with the Call Assistance Operators. Meetings with Office of Labor Relations (OLR), FDNY, NYPD, DOITT, DDC, and all affected Unions will continue. A walkthrough of the facility will take place in January 2016.

Right to Work Political Action Fund (PAF) Presentation

This program ran for five weeks with the following results:

- 14 worksite visits
- 2 Borough Committee Meetings
- 362 Members educated
- 65 agency fee signed dues cards
- 245 members resigned dues cards
- 65 new PAF cards totaling \$9,594 in revenue for the year

First Vice President Gina Strickland reported the following Staff Representative activity for the month November 2015:

Activity	November
Agency Walk-Through	4
G.O. 15 NYPD	3
Hearing Preparations	3
Hearings	12
Investigative Hearings	7
Labor Management Meetings	4
Off-Site Member Meetings	6
Supervisory Conferences	2
Site Member Meetings	16
Walk-Ins	2
Appointments	4
Telephone calls received	636

Site Meetings for November 2015

HRA-EBT
277 Schermerhorn Street, Brooklyn

HRA/FIA
4 World Trade Center, Manhattan

HRA
150 Greenwich Street, Manhattan

HRA-Income Resource Enforcement Agency
151 W. Broadway, Manhattan

HRA-SNAP
45-12 Long Island City, Queens

HHC-Elmhurst Hospital
79-01 Broadway, Queens

HHC-Metropolitan Hospital
1901 1st Avenue, Manhattan

HHC-Henry J. Carter Hospital
1725 Park Avenue, Manhattan

HHC-Coler Facility
900 Main Street, Manhattan

NYC Buildings Department
280 Broadway, Manhattan

NYPD Pension Fund
233 Broadway, Manhattan

Administration for Children's Services
66 John Street, Manhattan

NYC Dept. of Citywide Administrative Service
109 E. 16th Street, Manhattan

NYC Dept. of Youth & Community Development
2 Lafayette Street, Manhattan

Office of Administrative Trials and Hearings
66 John Street, Manhattan

Second Vice President's Report

Second Vice President Gerald Brown reported all complaints for the June 13, 2015, Administrative Manager Exam were scanned and forwarded to DCAS Commissioner Stacey Cumberbatch as per her request. The complaints will be reviewed by DCAS and a meeting will be scheduled in February 2016.

Exam preparation is underway for the April 30, 2016, exam for Computer Associate Technical Support (Promotional and Open Competitive). DCAS filing for the exam will close on December 22, 2015.

Workplace Literacy courses for spring 2016 are available for registration on our website www.cwa1180.org.

In January, will issue an update on the Administrative Manager list movement.

NYS Senator James Sanders, Jr. will challenge Congressman Gregory W. Meeks for the 5th Congressional District of Queens in the June 2016 Congressional Primary. Senator Sanders has requested a meet-and-greet with the Executive Board of CWA Local 1180.

CWA District 1 has announced their Annual Lobby Day for March 8, 2016. Local 1180 will participate in the event and Affordable Housing will top the agenda.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for November 2015, as well as the Check Register. She advised that the T.D. checking account has a balance of \$968,513.58 as of C.O.B. December 18, 2015.

Secretary-Treasurer Middleton led a discussion on the Annual Budget for October 1, 2015 through September 30, 2016. A motion was duly made, seconded, and carried to adopt the budget.

Secretary-Treasurer Middleton submitted a memorandum from Linda Jenkins, Chairperson of the Education Committee, to the Executive Board advising of the following 2016 committee plans:

The committee wants to offer an American Civil Liberties Union (ACLU) Seminar, "How to Interact with the Police" in February (dates to be determined) with invited guest speakers. The Committee developed a Job Readiness Training for Members' children ages 17-21. It will be offered on three consecutive Saturdays starting March 26 through April 9, 2016. They will offer an additional date for resume writing and interviewing skills. The Committee will offer the entire program again in June.

The next General Membership Meeting will be held on Wednesday January 13, 2016, at 6:00 p.m. at Hunter College, 695 Park Avenue, New York, NY 10065.

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

December 3, 2015 — Member-at-Large Hilary Bloomfield attended the Panelist Discussion at Columbia University announcing the opening of former Mayor David N. Dinkins Archives. Artifacts from the collection and photo exhibit donated by Arthur Cheliotas were displayed.

November 9, 2015 — Members-at-Large Lisa Lloyd and Debra Paylor attended the Citizen's Action Gala.

The next Executive Board Meeting is scheduled for January 28, 2016.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

January 28, 2016

Meeting called to order at 6:15 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

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

Absent: Gina Strickland, First Vice President

Minutes of the December 16, 2015, were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Opening Comments

President Cheliotas introduced Kathy Loughran Pappas, Representative of the National Income Life Insurance Company (NILCO), for the purpose of discussing no cost benefits and services to the members of Local 1180. After discussion, motion was made, seconded, and carried to sign and approve NILCO for our members. President Cheliotas introduced NYS Senator James Sanders, Jr. who is challenging Congressman Gregory W. Meeks for the 5th Congressional District of Queens in the June 2016 Congressional Primary. A motion was duly made, seconded, and carried to endorse NYS Senator Sanders.

President's Report

President Cheliotas meetings since the last Executive Board Meeting:

December 22, 2015 — Met with Paul Newell, Democratic District Leader of New York's 65th Assembly District, who is gearing up to replace Assemblyman Sheldon Silver. Later that day, met with Billy Imandt, President of the Court Officers Association of Nassau County. They discussed bargaining for 10 Local 1180 members with the new Administrative Judge in the Court System.

December 24, 2015 — Held a conference call with Bob Linn, Commissioner of OLR, and Dom Williams, Chief of Staff of the 1st Deputy Mayor, in response to the Mayor's request to find solutions to settle the Administrative Manager's EEO case.

January 4, 2016 — Held a meeting with David Casey, President of CWA Local 1181, regarding issues in his local and how we can help resolve them.

January 5, 2016 — Held a combined Executive Board and Staff Meeting in order to discuss 2016 plans.

January 6, 2016 — Attended a Request for Proposal meeting in Washington D.C., to review how investments are being made for the CWA Defense Fund.

January 8, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding the Kentucky SIF and internal organizing.

January 11, 2016 — Attended a press conference in front of Governor Cuomo's NYS Office to call on the Governor to restore funding to CUNY. That afternoon he held a Condo Board meeting. Later that afternoon, met at the New York City Central Labor Council's (CLC) with Vinny Alvarez, President NYCCCL, regarding unions coming together in order to purchase a house of labor. That was followed by a meeting with Dr. Raju, President of the Health and Hospital Corporation (HHC). Later that evening, he attended the Local 1180 Brooklyn Borough Coordinating Committee meeting at Borough Hall.

January 13, 2016 — Presided over the General Membership Meeting at Hunter College.

January 14, 2016 — Met with the Municipal Labor Civil Service Committee to strategize on exam scores. Later that day, met with Trudy Goldberg, chair of the National Employment Coalition, on dealing with unemployment and raising the minimum wage.

January 15, 2016 — Discussed training for the community borough coordinating committees. Later that day, attended the Local 1180 Queens Borough Coordinating Committee meeting.

January 27, 2016 — Conducted the CWA Local 1180 Board of Trustees Meeting discussing numerous issues.

January 28, 2016 — Met with Kathy Loughran Pappas for a follow-up discussion of the no cost benefits and services to the members of Local 1180. That afternoon, met with CWA Local 1180 Attorneys Yetta Kurland and Joel Spivak regarding the upcoming arbitration and EEOC Case for Administrative Managers. Later, met with Daniel Limmer, Certified Financial Planner, in order to coordinate retirement strategies that empower clients to live the life they deserve. That evening, he prepared and conducted the monthly Executive Board meeting.

President Cheliotas advised that the National CWA conducted a member poll and has endorsed U.S. Senator Bernie Sanders for President in the 2016 Primary Presidential Election. A motion was made for Local 1180 to follow the National CWA and endorse Bernie Sanders for President of the United States. Of the 12 Board members voting, the motion was carried with a vote of 7 in favor and 5 abstaining.

President Cheliotas distributed and discussed the status report, dated December 1, 2015, from our Attorneys Mirkin & Gordan, P.C., listing legal matters they are working on for Local 1180. In addition, he presented the December 2015 organizing report prepared by Stephen M. Ferrer. He also presented the Policy Research Group Update Reports on Collective Bargaining and on the New York City Economy.

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

Second Vice President's Report

Second Vice-President Gerald Brown reported at a recent New York City Central Labor Council Meeting there was a discussion on the NYS June 2016 Congressional Primary. It appears that Congresswoman Nydia M. Velasquez and Congressman Jerrold Nadler may have races. The CLC will monitor the situation.

Local 1180 will interview candidates running to replace Congressman Charles Rangel in the June 2016 Primary.

Second Vice President Brown reported that President Cheliotas hosted the MLC/Civil Service Committee at Local 1180 on January 14, 2016. At the meeting, he stated that he wants the Civil Service Committee of Local 1180 to represent the local at the monthly meetings of the Civil Service Merit Council. The meetings are held at the offices of the Organization of Staff Analysts at 220 East 23rd Street in New York City.

November 30, 2015 — Quarterly Provisional Report contains 566 Provisional Administrative Managers in the following agencies:

Agency Number/Name Number of Provisionals

010 Borough President Manhattan	5
012 Borough President Brooklyn	1
015 Office of the Comptroller	31
017 Office of Emergency Management	1
021 Tax Commission	1
030 Dept. of City Planning	2
032 Dept. of Investigations	1
041 Teachers Retirement System	19
057 Fire Department	30
072 Dept. of Corrections	2
127 FISA	10
132 Independent Budget Office	1
134 Civil Service Commission	1
261 Dept. of Youth and C.D.	27
601 Community Boards — Manhattan	1
602 Community Boards — Bronx	2
801 Dept. of Business Service	27
806 Housing Preservation and Development	3
810 Dept. of Buildings	76
820 OATH	3
827 Dept. of Sanitation	17
841 Dept. of Transportation	36
846 Dept. of Parks and Recreation	168
858 DOITT	43
860 Dept. of Records and Info. Services	2
866 Dept. of Consumer Affairs	2
868 DCAS	21
902 District Attorney — Bronx	1
903 District Attorney — Kings	28
904 District Attorney — Queens	4

Update to the 51 Administrative Manager Promotional lists (#6529) Expiration Date: July 29, 2016.

Agencies with Viable Administrative Manager Promotional Lists

Last number appointed and number of eligibles on list.

Agency	Highest # Appointed	# of Eligibles on List
ACS	14	165
CCRB	2	5
*DA-NY	0	4
DDC	7	7
DEP	31	100
*DFTA	0	13
DHS	12	33
DOE	29	80
DOHMH	48	129
FINANCE	108	135
HRA	142	662
*LAW	0	10
*NYCERS	0	10
NYCHA	75	113
NYPD	22	141
OPA	6	9
*PROBATION	0	13

Agencies where lists are exhausted.

Buildings	DOT
Business Services	DYCD
Comptroller	Fire
Consumer Affairs	FISA
Correction	HPD
DA-Bronx	NYCTA
DA-Kings	Parks
DA-Queens	Police Pension Fund
DCAS	Sanitation
DJJ	TLC
DOI	TRS
DOITT	

Agencies that never had a viable list (less than three eligibles)

Actuary	Landmarks Preservation
Business Integrity	OLR
CCHR	OMB
City Clerk	Tax Commission
City Planning	TBTA
DORIS	

Agencies that have appointed from lists with less than three eligibles

CCHR:	Appointed #1 (one on list)
City Planning:	Appointed #1, 2 (two on list)
OMB:	Appointed #2 (two on list)
Tax Commission:	Appointed #1 (one on list)

*Agencies that have not appointed anyone from their list.

Rev. 12/31/15

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for December 2015, as well as the Check Register. She advised that the T.D. checking account has a balance of \$816,923.49 as of C.O.B. January 27, 2016.

Secretary-Treasurer Middleton submitted the Monthly Membership Activity Report as follows:

	Oct	Nov	Dec
New Member Enrollments	72	52	74
Terminated	51	5	5
Deceased	0	1	0
Total Active Members:	8,527	8,617	8,647

Note: 300 Non-For-Profit Members

CWA Local 1180 Scholarship Fund is on the way. Nicole Perez, CWA Local 1180 Counsel, is aiding in the preparation of the by-laws.

The Board discussed and approved Hilary Bloomfield and Hazel O. Worley to attend the 2016 NYS AFL-CIO Cornell Union Leadership Institute.

Secretary-Treasurer Middleton presented a fact sheet and News and Opinion article provided by Edward Yood regarding the Mumai Abu-Jamal Case. Mr. Yood would like Local 1180 to write a resolution. It has been tabled.

The next General Membership Meeting will be held on Thursday, February 25, 2016, at 6:00 p.m. at SEIU 32BJ, 25 W. 18th Street, New York, NY 10001. The March 2016 General Membership Meeting will be held at Harlem Hospital, (date to be determined). The April 27, 2016, General Membership Meeting will be held at the Borough of Manhattan Community College (BMCC) Theatre #2, 199 Chambers Street, New York, NY 10007. The May 2016 General Membership Meeting is to be determined.

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

Charles Garcia, Member-at-Large, reported that on January 4, 2016, he attended the Cypress Hills East New York City Planning Commission hearings on affordable housing. The plan was rejected by the community because they would lower the yearly wage for one bedroom from \$30,000 per year to \$20,000. The next meeting will be held on February 18, 2016. On January 8, 2016, he was re-elected as the Third Vice-President of the Labor Council for Latin American Advancement. On Sunday, January 17, 2016, he attended the Save El Diario press conference with guest speaker Vinny Alvarez, NYCCCL; Peter Szekely, President of News Guild of NY Local CWA 31003; and Eddie Rosario, President of LLLA-AFL-CIO. Charles also reported the passing of Jason "Reavey" Rodriguez, son of Eddie Rodriguez, President of DC37 Local 1549. Additionally, Charles requested the Executive Board approve his attendance to the 2016 Labor Notes Conference to be held from April 1, 2016 through April 3, 2016. Motion was duly made, seconded and carried to accept Mr. Garcia's request.

Member-at-Large Lisa Lloyd attended the Community Board Training in Queens on January 5, 2016. On January 7, 2016, she attended a fund-raiser for New York State Assemblywoman Rebecca A. Seawright. On January 8, 2016, she attended a site meeting at the New York City Department of Sanitation with Gina Strickland and Robin Blair-Batte. On January 15, 2016, Ms. Lloyd attended her second Community Board Training in Queens. On January 20, 2016, she at-

tended a HHC site meeting with Desiree Waters. On January 28, 2016, she attended a DHS site meeting with Robin Blair-Batte.

Personal privilege, Secretary-Middleton welcomed back Member-at-Large Lenora Smith.

The next Executive Board Meeting is scheduled for February 24, 2016.

Motion was duly made, seconded, and carried to adjourn at 8:45 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

February 24, 2016

Meeting called to order at 6:20 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

Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Hazel O. Worley, Venus Williams

Absent: Robin Blair-Batte

Minutes of the January 28, 2016 meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Opening Comments

President Cheliotas opened the meeting by introducing Adam Clayton Powell IV, who is running for the U.S. House of Representative seat in the New York's 13th congressional district.

President's Report

President Cheliotas meetings since the last Executive Board Meeting:

January 29, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding a variety of defense fund grants. That afternoon held a meeting with Richard Weinstein who serves as the Local's State Lobbyist.

January 30, 2016 — Welcomed Shop Stewards at the CWA Local 1180 Steward Assembly.

February 1, 2016 — Municipal Labor Committee (MLC) meeting regarding health care issues.

February 2, 2016 — Held the weekly staff meeting. Later that day, met with Michael McKee to discuss what the Tenants Political Action Committee is doing in targeted political races, and how we might collaborate. That evening, attended the LLLA Hotel Motel Trades Council meeting.

February 3, 2016 — Attended the MLC General Membership meeting. That afternoon attended a press conference at City Hall supporting Bernie Sanders for President. Later that day, held a NYC Regional Advisory conference call discussing endorsements for the 17th City Council District in the Bronx.

February 4, 2016 — Held a strategy meeting with Kevin Gallagher regarding the development of 6 Harrison Street. Later that afternoon, met at the New York City Central Labor Council's (CLC) with Vinny Alvarez, President NYC Central Labor Council, regarding unions coming together in order to purchase a house of labor.

February 5, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding defense fund grants.

February 8, 2016 — Met with NYS Assembly Speaker Carl Heastie and State Senator Diane Savino regarding funding for the Murphy Institute.

February 9, 2016 — Was a guest speaker for Balcony's radio show discussing issues relating to unions. Later that day met with Commissioner Steve Banks regarding homeless services.

February 14, 2016 - February 17, 2016 — Attended the National Labor Conference, and on

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

February 15, 2016, made a presentation on inequality.

February 18, 2016 — Attended the CLC Executive Board meeting. That evening, attended the CLC Delegates meeting in order to vote in Vice Presidents. President Cheliotos and the entire Executive Board were re-elected.

February 19, 2016 — Held a conference call with Mario Cilento, President New York State AFL-CIO, regarding union issues. Later that afternoon, held a DFOC conference call regarding grants. Later that day, held a meeting with Department of Health and Mental Hygiene Commissioner regarding movement of the Administrative Managers list.

February 21, 2016 — Attended a special Municipal Labor Committee (MLC) Steering Committee Meeting.

February 22, 2016 — Attended a special MLC General Membership Meeting regarding proposed health care savings.

February 23, 2016 — Attended the Office of Court Administration (OCA) meeting to discuss disparate treatment of non-uniformed employee titles opposed to uniformed employees. That afternoon, held the weekly staff meeting. That evening, met with members from the Department of Homeless Services regarding the calling of the Administrative Manager list.

February 24, 2016 — Chaired the monthly Executive Board meeting.

President Cheliotos distributed and discussed the status report, dated February 1, 2016, from our Attorneys Mirkin & Gordan, P.C., listing legal matters they are working on for Local 1180. In addition, he presented the February 2016 organizing report, prepared by Stephen M. Ferrer. He also presented the Policy Research Group Update Reports on Collective Bargaining and on the New York City Economy. Lastly, presented five reasons why the National CWA and Local 1180 endorsed Bernie Sanders for President.

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:

Shop Steward Assembly

January 30, 2016 — Held a Shop Steward Assembly to educate and mobilize Stewards on the Supreme Court case Friedrich vs. California Teachers Association. The case threatens unions' ability to collect fair share dues/agency fees. Stewards are to hold meetings at work locations to educate and get dues cards signed by their co-workers. One hundred Stewards were in attendance for the assembly.

Administrative Manager List Meetings

Five agencies have made zero appointments from their Administrative Manager lists.

NYC Law Department, Manhattan District Attorney, NYC Department of Probation, Department of Aging, and NYCERS.

Advocacy meetings with Agencies to move Administrative Manager Lists:

February 1, 2016 — Met with Manhattan DA's office. They will review and get back to us.

February 7, 2016 — Met with Department of Aging and they had started to review list for appointments.

February 25, 2016 — Scheduled meeting with Probation.

February 26, 2016 — Scheduled meeting with Law Department.

Still awaiting response from NYCERS for meeting date.

CWA Local 1180 met with the New York City Department of Health and Mental Hygiene (DOHMH) to discuss their appointments of Administrative Managers from the civil service list that we deem was in violation of Civil Service 1 & 3 Law. Also discussed how DOHMH failed to adhere to DCAS Call List procedure when calling from the list.

We also addressed DOHMH reclassifying at least 18 positions that have been deemed Administrative Manager position as per the Office of Collective Bargaining (OCB) decision that awarded us the Administrative Manager title.

Private Sector Shops

ALIGN — Staff Representative Kevin Lynch negotiated their first contract that was ratified by its members on January 22, 2016. Contract is for two years ending March 21, 2018.

First Vice President Gina Strickland reported the following staff representative activity for the month January 2016:

Activity	January
Agency Walk-Through	1
Command Disciplines	1
Hearing Preparations	6
Hearings	9
Investigative Hearings	2
Labor Management Meetings	11
OATH	1
Off-Site Member Meetings	2
Supervisory Conferences	2
Site Member Meetings	22
Appointments	2
Telephone calls received	799

Site Meetings for January 2016

NYC Law Department

100 Church Street, Manhattan

NYC Department of Corrections

14-14 Hazen Street, Queens

Planned Parenthood

26 Bleecker Street, Manhattan

Dept. of Environmental Protection (DEP)

250 Schermerhorn Street, Brooklyn

Dept. of Environmental Protection (DEP)

930 Zerega Avenue, Bronx

HRA-SNAP Concourse

1375 Jerome Avenue, Bronx

City Planning

120 Broadway, Manhattan

HRA- SNAP Crotona

1910 Monterey Avenue, Bronx

Health and Hospital Corporation (HHC)

1225 Gerard Avenue, Bronx

HRA- SNAP F43

32-20 Northern Boulevard, Queens

DOITT

255 Greenwich Street, Manhattan

New York City Transit Authority (NYCTA)

130 Livingston Street, Brooklyn

NYC Department of Sanitation

44 Beaver Street, Manhattan

HHC- Queens Hospital

82-68 164th Street, Queens

Office of Administrative Tax Appeals

1 Centre Street, Manhattan

NYC Department of Homeless Services

33 Beaver Street, Manhattan

NYC Department of Finance

3030 Third Avenue, Bronx

NYC Department of Finance

210 Joralemon Street, Brooklyn

HHC-Homecare

160 Water Street, Brooklyn

DOHMH

125 Worth Street, Manhattan

HRA- Brownsville #73

94 Flatbush Avenue, Brooklyn

HRA- SNAP #14

132 W. 125th Street, Manhattan

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:

Our endorsed candidate for the NYS Congressional District #5, James Sanders, Jr., has suspended his campaign. Mr. Sanders was scheduled to challenge Gregory Meeks in the Con-

gressional primary.

Vice President Brown reported that there are four elections in New York State for 2016:

Tuesday, April 19 — Presidential Primary

Tuesday, June 28 — Congressional Primary

Tuesday, September 13 — Primary Day

Tuesday, November 8 — Election Day

We continue to mobilize for the March 8, 2016, CWA District One Annual Lobby Day in Albany, New York. The discussion continued in reference to the 2017 ballot question for a "no" vote for a New York State Constitutional Convention.

The current Administrative Manager Promotional list, which was established in 2009, is scheduled to expire on July 29, 2016. The current Principal Administrative Associate Promotional list is scheduled to expire on February 23, 2017, and the Principal Administrative Associate Open Competitive list is scheduled to expire on July 6, 2016.

Training Courses for the April 30, 2016, exam for Computer Associate Technical Support are ongoing.

Earlier tonight the Executive Board interviewed Adam Clayton Powell IV for the 13th Congressional District of New York. In the future, we will interview other candidates in the race before making an endorsement decision.

DCAS advised that it is still reviewing complaints from Local 1180 members relating to the June 13, 2015, exam for Administrative Manager. When the review is complete, a meeting will be set to discuss the issue.

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

Secretary-Treasurer's Report

Secretary Treasurer Gloria Middleton presented the Transaction Detail report for January 2016, as well as the Check Register. She advised that the T.D. checking account has a balance of \$723,855.56 as of C.O.B. February 24, 2016.

The Board discussed and approved Hilary Bloomfield and Debra Paylor to become Delegates to the CLC, replacing retired First Vice President Linda Jenkins and Executive Board Member Charles Garcia.

The Civil Rights and Equity Committee will make a presentation on "Black Lives Matter" at the next General Membership Meeting being held tomorrow night.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported that the NYC Department of Probation now has a QWL Committee.

Recording Secretary presented the tabled fact sheet and News and Opinion article provided by Edward Yood regarding the Mumai Abu-Jamal Case. Mr. Yood would like Local 1180 to write a resolution. A motion was made to adopt a resolution in support of medical treatment to Mr. Mumai Abu-Jamal in prison. Secretary-Treasurer Middleton will draft the resolution.

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

Member-at-Large Venus Colon Williams advised that DC37's Carmen Flores invited President Cheliotos to be a guest speaker at the upcoming Labor Council for the Latin American Advancement (LCLLA) Somos Spring Conference. Due to scheduling he declined. Ms. Colon Williams requested for the Board approve Charles Garcia, Debra Paylor, two committee members, and herself to attend the Somos Conference in Albany from March 18, 2016 through March 20, 2016. Motion was duly made, seconded, and carried to accept Ms. Colon Williams request.

Member-at-Large Lisa Lloyd suggested preparation of gift bags for the Domestic Violence Victim Assistance Program.

Member-at-Large Debra Paylor attended the Family Paid Leave rally.

Member-at-Large Charles Garcia reported that on February 2, 2016, President Cheliotos attended the Labor Council for Latin American Advancement meeting. He was well received by private sector unionists who were impressed and would like to invite Arthur back for an encore.

Motion was duly made, seconded, and carried to accept Mr. Garcia's request.

Member-at-Large Hilary Bloomfield attended the Legislative Caucus in Albany. She met Mayor Bill deBlasio.

The next Executive Board Meeting is scheduled for March 30, 2016.

Motion was duly made, seconded, and carried to adjourn at 8:45 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 30, 2016

Meeting called to order at 6:20 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

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

Minutes of the February 24, 2016, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotos meetings since the last Executive Board Meeting:

February 25, 2016 — Held a meeting with Department of Probation regarding movement of the Administrative Manager's list. That evening, he presided over the general membership meeting at Service Employees International Union (SEIU) 32 BJ.

February 26, 2016 — Held a meeting with Eric Eichenholtz, Chief, Labor and Employment Law Division at New York City Law Department regarding movement of the Administrative Manager's list. No appointments have been made. That afternoon, he chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding a variety of Defense Fund grants. Later that day, chaired the training preparation of the CWA Local 1180 Community Borough Coordinating Committee's.

February 29, 2016 — Held a conference call with the Director of the Joseph S. Murphy Institute Greg Mantsios and Scott Levinson to discuss the progress of the establishment of the CUNY School of Labor.

March 1, 2016 — Held a meeting regarding General Vision Service (GVS). That afternoon, he met with New York City Council Member Inez Barron regarding the Murphy Institute. Later that day he met with New York City Council Member Danee Miller regarding the Murphy Institute. In addition, the upcoming Administrative Manager hearings in April and Pay Equity were also discussed.

March 2, 2016 — Held a conference call with Ramon Martinez regarding budget allocations for the Murphy Institute. Later that day he held a conference call with Lou Gordon requesting that Assembly Member Richard N. Gottfried make a presentation on single payer and how it would benefit everyone, including insurance providers. That evening, held conference call chairing the HANAC Board Meeting.

March 3, 2016 — Attended the Murphy Funding for School of Labor at State Legislature in Albany.

March 4, 2016 — Met with Erin Mahoney to discuss what is needed and how do we develop staff to handle non-public sector units. That afternoon, held a strategy meeting with Nu-Penn, Kevin Gallagher, Al Berlowitz and CWA Local 1180 Fund Administrator Dwight Kearns, regarding the development of 6 Harrison Street. That evening, he chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding defense fund grants.

March 7, 2016 — Met with the Senior Vice Chancellor and Board Secretary Jay Hershenson regarding the Murphy Institute.

March 8, 2016 — Was a guest speaker for CWA District One Annual Lobby Day in Albany. Later that day, he met in State Assembly Member Peter J. Abbate, Jr.'s office to lobby for the Office of Court Administration's pending litigation regarding the extension of the Long Beach decision to clean up provisionals that is scheduled to expire. That evening, attended an event honoring State Senator Diane Savino.

March 9, 2016 — Attended the Civil Service Committee meeting at DC 37 headquarters.

March 10, 2016 — Attended the Fiscal Policy presentation by Ramon Martinez at City Hall regarding the budget request for the Murphy Institute. Later that day, attended the CUNY Rising Mass Rally, March and Meeting.

March 11, 2016 — Met with CWA Local 1180 attorney Joel Spivak and Linda Jenkins in order to prepare for the upcoming arbitration hearing.

March 14, 2016 — Met with Dwight Kearns, Kevin Gallagher, and Joe McDonnell regarding the development of 6 Harrison Street.

March 15, 2016 — Met with Micah Lasher, Chief of Staff to Attorney General Eric Schneiderman, who is considering running for the Manhattan Senate seat currently held by Adriano Espaillat. That afternoon, he chaired the weekly staff meeting. Later that evening, he held a conference call with the Working Families Party and NYC Advisory Council regarding the congressional election.

March 16, 2016 — Met with Greg Mantsios regarding the Murphy Institute. That afternoon, he attended the Joseph S. Murphy Institute working group meeting to discuss the next steps in Murphy becoming its own school. That evening, he chaired the Administrative Manager meeting at the United Federation of Teachers (UFT).

March 17, 2016 — Attended the New York City Central Labor Council's (CLC) delegates meeting.

March 18, 2016 — Met with Jon Kaiman, special advisor on Super Storm Sandy relief to Governor Andrew Cuomo, who is running for the seat vacated by Steven J. Israel, U.S. Representative for New York's 3rd Congressional District. That afternoon, he chaired a conference call with CWA DFOC regarding defense fund grants. Later that day, met with Council Speaker Melissa Mark-Viverito's staff regarding proposed legislation in order to identify where discrimination exists and correct it.

March 21, 2016 — Met with NYPD personnel who have informed CWA Local 1180 that they will be appointing 20 additional Administrative Managers.

March 22, 2016 — Met with Joel Spivak in order to prepare for the upcoming Arbitration Hearing. That afternoon, he chaired the weekly staff meeting. Later that day, made the final preparation for the monthly membership meeting. That evening, he attended an event honoring Karen Koslowitz, Council Member for the 29th District of the New York City Council.

March 23, 2016 — Held a conference call with Joe Garba and Greg Mantsios regarding the progress of the establishment of the CUNY School of Labor.

March 24, 2016 — Met with Laurie Cumbo, Council Member for the 35th District of the New York City Council, regarding the Administrative Manager arbitration and failure of the City to release the EEO data to CWA Local 1180, to identify where discrimination exists in order to correct the problem. That evening, he chaired the monthly General Membership meeting.

March 25, 2016 — Held a follow-up conference call with Senior Vice Chancellor and Board Secretary Jay Hershenson regarding the Murphy Institute. Later that day, he was a panel speaker at the Public Sector Unions on the Line: Right-Wing Attacks and Labor Movement Responses workshop at the Murphy Institute.

March 28, 2016 — Attended a meet and greet of Darcel D. Clark, Bronx County District Attorney. That afternoon, he conducted another Administrative Manager arbitration prep session with Joel Spivak.

March 29, 2016 — Met with Steve Schlapp, the Union's accountant. That afternoon, chaired the weekly staff meeting.

March 30, 2016 — Met with Joel Spivak and Stephen M. Ferrer to continue preparation for the upcoming Administrative Manager Arbitration hearing. That evening, he chaired the monthly Executive Board meeting.

President Cheliotos distributed and discussed the status report, dated March 1, 2016, from our Attorneys Mirkin & Gordan, P.C., listing legal matters they are working on for Local 1180. In addition, he presented the March 2016 organizing report, prepared by Stephen M. Ferrer. Lastly, he presented and discussed the Fiscal Policy Institute's Presentation Briefing Report on Mayor de Blasio's Preliminary FY 2017 NYC Budget.

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:

Administrative Manager List Meetings

February 25, 2016 — NYC Department of Probation. Met with Probation advocating movement of the list containing nine candidates.

March 28, 2016 — Probation. Advised that all nine candidates will be appointed.

February 26, 2016 — Met with NYC Law Department.

March 28, 2016 — NYC Law Department advised they have no Administrative Manager positions available as their units must be supervised by a lawyer. Will put them in contact with other agencies that have created appointments and they will again review and get back to 1180.

March 21, 2016 — New York City Police Department (NYPD). Agency creating new title Personnel Administrative Manager that will utilize the Administrative Title. NYPD is scheduling an upcoming pool for approximately 21 appointments. NYPD will review positions CWA Local 1180 presented that we believe are Administrative Manager Positions.

NYC Department of Aging — Advised they will be making appointments and are currently working on the list.

Manhattan District Attorney — This request is being reviewed by their Human Resources Director.

NYC Department of Health and Mental Hygiene (DOHMH) — Still reviewing their appointments under the 1 in 3 Rule.

NYC Employee Retirement System (NYCERS) — Meeting scheduled for Thursday March 31, 2016.

March 7, 2016 — Unions met with NYC Department of Citywide Administrative Services (DCAS) administration, which presented DCAS procedures concerning appointments from Civil Service List.

March 11, 2016 and March 18, 2016 — Lobby Day Training for the Borough Committees was held to train committee members to meet with their Council members. These meetings are seeking the support of the Council members to urge the City to stop contesting a court order to release requested data to CWA Local 1180. Staff Representatives Desiree Waters, Olivia Lyde, and Venus Colon-Williams, and Member-at-Large Hilary Bloomfield and Denise Gilliam facilitated the training for 60 members.

First Vice President Strickland will be scheduling a meeting with the new NYC Health and Hospital Corporation Director of Labor Relations to discuss various issues concerning our members at HHC.

First Vice President Gina Strickland reported the following Staff Representative activity for the month February 2016:

Activity	February
Agency Walk-Through	2
Command Disciplines	3
Counseling/Warning Sessions	2
Hearing Preparations	7
Hearings	19
Investigative Hearings	6
Labor Management Meetings	9
OATH	2
Off-Site Member Meetings	4
Supervisory Conferences	5
Site Member Meetings	23
Walk-Ins	2
Appointments	2
Telephone calls received	613

Site Meetings for February 2016

HRA-MISCA

505 Clermont Avenue, Brooklyn

HRA-MISCA Fair Hearings

111 Livingston Street, Brooklyn

New York City Housing Authority (NYCHA)

23-02 49th Avenue, LIC Queens

HRA-MISCA

260 11th Avenue, Manhattan

HHC-North Central Bronx Hospital

3424 Kossuth Avenue, Bronx

NYC Fire Department (FDNY)

9 Metro Tech Center, Brooklyn

HHC Jacobi Hospital

1400 Pelham Parkway South, Bronx

NYC Department of Buildings

280 Broadway, Manhattan

NYC Department of Finance

144-06 94th Avenue, Queens

NYC Department of Finance

345 Adams Street, Brooklyn

NYCERS

345 Adams Street, Brooklyn

NYC Department of Education

333 7th Avenue, Manhattan

Taxi and Limousine Commission

31-00 47th Avenue, LIC Queens

Office of Administrative Trials and Hearings

(OATH)

100 Church Street, Manhattan

HRA-SNAP 79

219 Beach 59th Street, Queens

HRA-Investigation, Revenue and Enforcement

Agency

250 Livingston Street, Brooklyn

HHC Lincoln Hospital

234 149th Street, Bronx

HHC Cumberland Hospital

100 North Portland Avenue, Brooklyn

DOHMH- Vital Records

125 Worth Street, Manhattan

HRA-Brownsville #73

94 Flatbush Avenue, Brooklyn

HRA-SNAP #14

132 W. 125th Street, Manhattan

DOHMH-Family and Child Health

16 Court Street, Brooklyn

DCAS

210 Joralemon Street, 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:

Candidates for the 13th Congressional District. We interviewed Adam Clayton Powell IV and are attempting to get interviews with Keith Wright

and Adriana Espilliat. Bill Perkins dropped out of the race.

Need volunteers to phone bank for Bernie Sanders.

March 8, 2016 — Annual Lobby Day was a great success. Three buses of CWA members and retirees were in attendance.

Assemblyman Todd Kaminsky is running for the NYS 9th Senate District seat on LI, vacated by Dean Skelos. Motion was duly made, seconded, and carried to endorse Kaminsky.

Motion was duly made, seconded, and carried to endorse Jon Kaiman for the 3rd Congressional District on Long Island. The seat will be vacated by retiring Congressman Steve Israel.

Hold the date: CWA District 1 will hold a labor walk in Rockville Centre, Long Island on April 16, 2016.

Earlier today, March 30, on behalf of CWA Local 1180, Second Vice President Brown spoke at a NY City Council hearing regarding Civil Service and a provisional employee reduction plan. Daneek Miller, Chair of the Council's Committee on Civil Service and Labor, chaired the hearing and was very impressed with the testimony from Vice President Brown. Miller and the other members of the Committee asked key questions on the issue.

DCAS Queens testing center to open this fall.

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for February 2016, as well as the Check Register. She advised that the T.D. checking account has a balance of \$579,265.40 as of C.O.B. March 30, 2016.

March 10, 2016 — The CWA Local 1180 Scholarship Committee met again. There has been progress in the development on how the scholarship will be distributed. The Scholarship Committee will meet again on April 14, 2016.

April 7, 2016 — President Cheliotos will be honored in the Annual Richmond County Democratic Club recognition dinner.

April 12, 2016 — The CLC will host its Annual Awards Reception.

April 18, 2016 — Will be the Day of Civil Disobedience. CWA will march in front of the Supreme Court in Washington, DC. Those interested are to report to CWA Local 1180 at 3:00 a.m. to board the bus provided by CWA District One.

April 27, 2016 — Will be the CWA Local 1180 monthly membership meeting being held at BMCC.

April 28, 2016 — Will be Alan Goldblatt's retirement party after 43 years of City service.

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

Member-at-Large Debra Paylor attended the Spring SOMOS Conference in Albany, New York, from March 18-20, 2016. As a member of the CWA Local 1180 Hispanic Committee and Executive Board, she extended her gratitude for affording her the opportunity to attend this Conference. She also thanked the Hispanic Committee Chairperson Venus Williams. She explained that the SOMOS organization stands committed to addressing the needs of the Hispanic population and ensuring that more Hispanic youths will get the opportunity to participate in the Hispanic Leadership Institute (HLI) internship, scholarship, and apprenticeship programs.

The Somos el Futuro Spring Conference proved to be a remarkable and a very educational experience. Elected officials, students, and many more community leaders attended the Conference. Member at Large Paylor had the privilege of speaking and taking a picture with her Council Member Melissa Mark-Viverito, Speaker of the New York City Council.

March 25, 2016 — Ms. Paylor attended the Public Sector Unions on the Line: Right-Wing Attacks and Labor Movement Responses workshop. It was an all-day workshop held

ARTHUR CHELIOTES

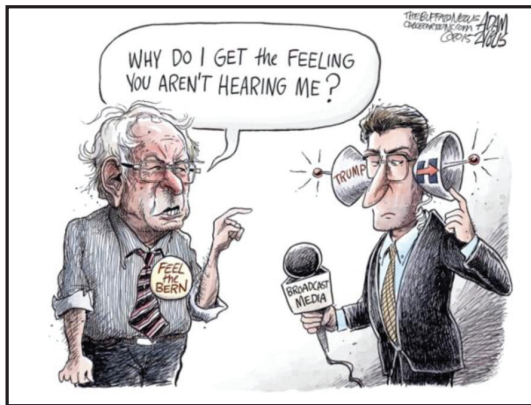
President

American Populism — Which Side Are You On?

Continued from page 8

Trump has little to offer in the way of concrete policies but his ability to push the emotional buttons of the nation cannot be underestimated. He is, after all, a master of media manipulation.

The Sanders program is a recognizably working-class one: higher minimum wage, free college for all, labor unionism, and a re-regulation of finance with steep taxes on the 1%. His actual politics go far beyond that. He has spent his entire life preaching the necessity and righteousness of class war, he calls out our oligarchs by name and asks us all to question “who benefits from this exploitation?” Yet the corporate media chooses not to listen.



Despite off-the-charts wealth inequality, Democratic Party leaders have been concerned not with an egalitarian reckoning to unite the have-nots and the haves, but with inclusion — bringing different “interest groups” into the professional class

while managing everyone else’s expectations downward. They change the people but not the system.

Class stratification, capital flight, and the war against organized labor are sidestepped. The liberal elites are spared from having to question the fundamental injustices of the rigged system. The miseries, hardships, and

NEW SHOP STEWARDS

Congratulations to Shop Stewards elected between January and May 2016

David Arroyo	HHC/ Gouverneur Hospital	1/5/2016
Shakima Ivory	NYCHA	1/5/2016
Tyra Manigault	School Construction Authority	1/11/2016
Sherifat Prout	School Construction Authority	1/11/2016
Patricia Bussey	New York City Planning	1/15/2016
Desiree Deloatche	HRA/Snap 45	1/20/2016
Marie Guery	Department of Finance	1/25/2016
Debra Jones	HRA/FIA/Snap 43	5/4/2016

exploitation of workers don’t fit into an easy, elite-friendly framework. The Democratic Party then has two options: blame the individual moral failings of workers or call into question the very nature of the rigged system itself. For most American workers, there’s no political party looking out for their interests — only ones telling them to do more with less.

The middle class is central to a meaningful progressive politics because they have the numbers, the economic incentive, and the potential power to build a truly democratic society out of this miserable oligarchy we all find ourselves stuck in today.

It becomes clear with Sanders’ popularity that the 1% has made out like bandits simply by keeping portions of the large (and potentially powerful) middle class from uniting in a single political party behind a social-democratic program, and that such a scenario would be nothing short of a disaster for them.

While the media doesn’t pay as much attention to Bernie as they do to Trump, he remains the only candidate inspiring voters to take back our democracy while we still can. His fundraising has shown that the American people disagree with recent Supreme Court rulings and are willing to support a candidate who chooses not to play by their rules. His fundraising is a message to all candidates that if you are willing to stand up for the American people, they will stand with you — and that is what American populism should be about. ■

20 Years and Still Going Strong!

CWA 1180 Retirees Division

CLASSES AND PROGRAMS

COMPUTER CLASSES

- Using your Computer-Basics for Beginners 2** — Mondays 10:00 a.m. - 12:00 noon
- Take Control of Your Android & Smartphone and Tablet** — Tuesdays 10:00 a.m. - 12:00 noon
- Take Control of your iPhone & iPad** — Tuesdays 1:00 p.m. - 3:00 p.m.
- Microsoft PowerPoint** — Mondays, 1:00 p.m. - 3:00 p.m.
- Photography on the Move: Smart Phones, Tablet and Cameras** — Thursdays 10:00 a.m. - 2:00 p.m.

EXERCISE CLASSES

- Line Dancing** — Fridays 2:00 p.m. - 3:00 p.m.
- Yoga** — Tuesdays 11:00 a.m. - 12:30 p.m.
- Dance with Margaret** — Tuesdays 1:00 p.m. - 2:00 p.m.
- Chair Dancing** — Mondays 10:30 a.m. - 12:00 noon
- Zumba** — Fridays 10:30 a.m. - 12:00 noon
- Hudson River Walking** — Wednesdays 10:30 a.m. - 12:00 noon
- Stretching** — Tuesdays 2:00 p.m. - 3:00 p.m. and Fridays 12:15 p.m. - 1:15 p.m.

SEMINARS & SPECIAL EVENTS

See monthly calendar for details

MOVIES — Mondays 1:00 p.m. - 3:00 p.m.

HEALTH BENEFIT COUNSELING

Call for appointment or stop in to see a Retiree Benefit Specialist

Retirement can have many meanings. No matter what you choose to do, it’s important to stay active and get involved. Enjoy your retirement years; you have earned them.



IN MEMORIAM

NAME	AGENCY	DECEASED
William Balot	Queens Borough President	1/8/2016
Alafair Beasley	Dept. of Education	1/11/2016
Pauline Block	Dept. of Education	2/15/2016
Grace Bonaro	Health & Hospital Corp	3/6/2016
Deborah Boyce	Dept. of Health & Mental Hygiene	2/15/2016
Eunice Branch	Office of the Comptroller	1/26/2016
Arline Brown Downs	Health & Hospital Corp	1/1/2016
Myrna Capizzo	NYC Housing Authority	1/5/2016
Virginia Caulfield	Police Department	1/15/2016
Frances Comitini	Dept. of Personnel	3/13/2016
Esseline Crawford	Dept. of Social Services	12/28/2015
Anastasia Cyrus	Housing Preservation & Development	1/4/2016
Helen De Nigris	Health & Hospital Corp	1/2/2016
Janet Defabbia	Dept. of Education	12/16/2015
Phyllis Digriolomo	Dept. of Education	2/12/2016
Blanche Dudley	Coler Hospital & Nursing Facility	12/30/2015
Madeline Georgoulakos	Fire Department	2/10/2016
Phyllis Goldstein	Health & Hospital Corp	1/5/2016
Delores Greene	Dept. of Social Services	3/20/2016
Anita Harris	NYC Taxi & Limousine Commission	3/28/2016
Estelle Hoffman	Dept. of Education	2/8/2016
Frances Isaac	NYC Transit Authority	3/18/2016
Marilyn Leggett	Dept. of Social Services	3/10/2016
Salvatore Luna	Administration for Children Services	3/20/2016
Maxine Mahon	Dept. of Social Services	1/20/2016
Ethel McDonald	Dept. of Education	3/23/2016
Louvenia McDonald	Dept. of Social Services	12/9/2015
James McNamara	Dept. of Education	12/9/2015
Shirley Mellon Asro	Dept. of Social Services	1/31/2016
Howard Mollin	Finance Administration	3/13/2016
Ann Moreli	Health & Hospital Corp	2/10/2016
Claire O'Grady	Health & Hospital Corp	1/14/2016
Christine Parker	Dept. of Health & Mental Hygiene	1/13/2016
Elbers Pierce	Dept. of Investigation	2/4/2016
Ulalie Pile	Health & Hospital Corp	3/6/2016
Edwin Santiago	Dept. of Info. & Telephone Technology	2/15/2016
Annie Shand	Dept. of Social Services	1/14/2016
Eileen Shaughnessy	Housing Preservation & Development	3/29/2016
Diane Smalls	Dept. of Social Services	1/9/2016
Grace Thoma	Law Department	2/26/2016
Edward Valarezo	Parks & Recreation	2/14/2016
Beverly Vibudulu	Dept. of Social Services	1/16/2016
Blanche Wachs	NYC Transit Authority	1/1/2016
Dorothy West	Finance Administration	2/6/2016
Amelia Williams	Dept. of Correction	1/14/2016
Bernice Wiseltier	Youth & Comm. Development	12/11/2015

EXECUTIVE BOARD MINUTES

Continued from page 17

at the Murphy Institute and was extremely informative. Ms. Paylor found the panel discussion regarding the effects that the Fredrich vs. California Teachers Association case would have on unions to be the most interesting.

Members-at-Large Lisa Lloyd and Lenora Smith attended the U.S. Law Conference on March 14, 2016.

Member-at-Large Hazel Worley advised that the Prom Drive is going well. The dresses will be donated to the Cinderella Project Organization. The May Day Carnival will be held Saturday, May 7, 2016, at 97

Hudson Street. Hold the date, this year's Annual Picnic will be held on September 3, 2016, at Holiday Hills in Connecticut.

The next Executive Board Meeting is scheduled for May 5, 2016.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

COMMUNIQUE

Official Publication

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

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

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Catherine Alves, Robin Blair-Batte, Sheila Boyd, Dan Cunningham,
Robin Person, Evelyn Rodriguez, Carole Silverman, Desiree Waters,
Quinella Williams, Edward Yood

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ABOUT OUR MEMBERS

- Condolences to Secretary-Treasurer Gloria Middleton on the death of her sister Margaret Spradley on May 14, 2016. ■
- Congratulations to Carmen Sejuelas, CWA 1180 staff member and the telephone voice of CWA 1180, on recently being honored with a prestigious award at a CWA 1180 membership meeting by the Women's Committee. ■
- Condolences to Shop Steward Norma Lynch of the Committee on People with Disabilities and Political Action committees on the loss of her brother Charles Lynch on May 15. ■
- Condolences to Shop Steward Audrey Henderson (TLC) on the death of her father Fitzherbert Henderson on March 13, 2016. ■
- Condolences to Elaine Cummings (Administrative Manager, Queens St. Maintenance) on the death of her brother Reginald Oliver Cummings. ■
- Congratulations to Deborah Valentin (Administrative Manager at HPD) on the birth of her fourth grandchild, Rue Lynn Valentin, on April 28, 2016. ■

Communications Workers of America, Local 1180

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DEMOCRACY AWAKENING

In a long sea of red, lining the streets of Washington, D.C. in April 2016, more than 200 organizations, including many CWA members and those from Local 1180, representing a diverse array of movements and hundreds of thousands of people banded together to demand a democracy that works for all of us.

The three-day event included an array of actions, from demonstrations, teach-ins, and direct action trainings, to a Rally for Democracy, and pressing for a Congress of Conscience through non-violent direct action and advocacy.

“We live in a nation controlled by money and power,” said Local 1180 Secretary-Treasurer Gloria Middleton, one of those from the Local who made the trip to D.C. “We need to change the way business is done so that we are truly a nation of, by, and for the people.”

Joining in the march with Middleton was 1180 President Arthur Cheliotos, several Executive Board members and Shop Stewards, as well as a host of dedicated CWA members.

We live in a nation controlled by money and power ... We need to change the way business is done so that we are truly a nation of, by, and for the people.

American democracy is premised on the fundamental tenet, “one person, one vote,” but since the very beginning, we’ve had to fight for every voice to be

heard and every vote to be counted.

Middleton said that the Democracy Awakening was to shine a light on the need for change on a myriad of fronts — racial justice, workers’ rights and fair pay, safe food and water, health care, peace, immigration reform, and improvements in education.

“A barrage of obstacles keep everyday Americans shut out of the political process, and that has to change,” Middleton said. “We face restrictive voting laws suppressing the voting rights of people of color, seniors, students, and low-income Americans, we have archaic campaign financing that allows big corporations and the extremely wealthy to control the

process. All of this is a gross injustice for Americans.”

This landmark mobilization will press for reforms and ways to build a stronger democracy that works for all Americans. That means fighting obstruction of President Obama’s constitutional obligation to nominate the next Supreme Court justice, restoring and expanding essential voting rights protections, and curbing the power of wealthy special interests and corporations in elections.

“Our demands are varied, but we speak for everyone,” she said. “We need and we are entitled to a voice, rather than having a government that is run by and speaks for a few.”

We need a Congress that stands up for democracy rather than stands in its way. Here’s the agenda we’re calling for Congress to pass:

- Fair consideration of the nominee to fill the Supreme Court vacancy, including timely hearings and a vote by the full Senate.
- The Voting Rights Advancement Act (H.R. 2867, S. 1659), legislation that would restore the protections against voting discrimination that were struck down by the U.S. Supreme Court in its *Shelby County v. Holder* decision, and make additional, critical updates to the Voting Rights Act of 1965.
- The Voter Empowerment Act (H.R. 12), legislation to modernize voter registration, prevent deceptive practices that keep people from the ballot box and ensure equal access to voting for all.
- The Democracy For All Amendment (H.J.Res. 22, S.J.Res. 5), a constitutional amendment that would overturn U.S. Supreme Court decisions like *Citizens United* and allow elected representatives to set commonsense limits on money in elections.



- The Government By the People Act/Fair Elections Now Act (H.R. 20 and S. 1538), a small donor empowerment measure that would encourage and amplify small contributions from everyday Americans.

The CWA reform agenda is aimed at creating a democracy where every voice is heard and every vote counts equally — in other words, a democracy that works for all of us. Together we’re pushing for a Congress of Conscience, one that stands up for our democracy rather than stands in its way.

