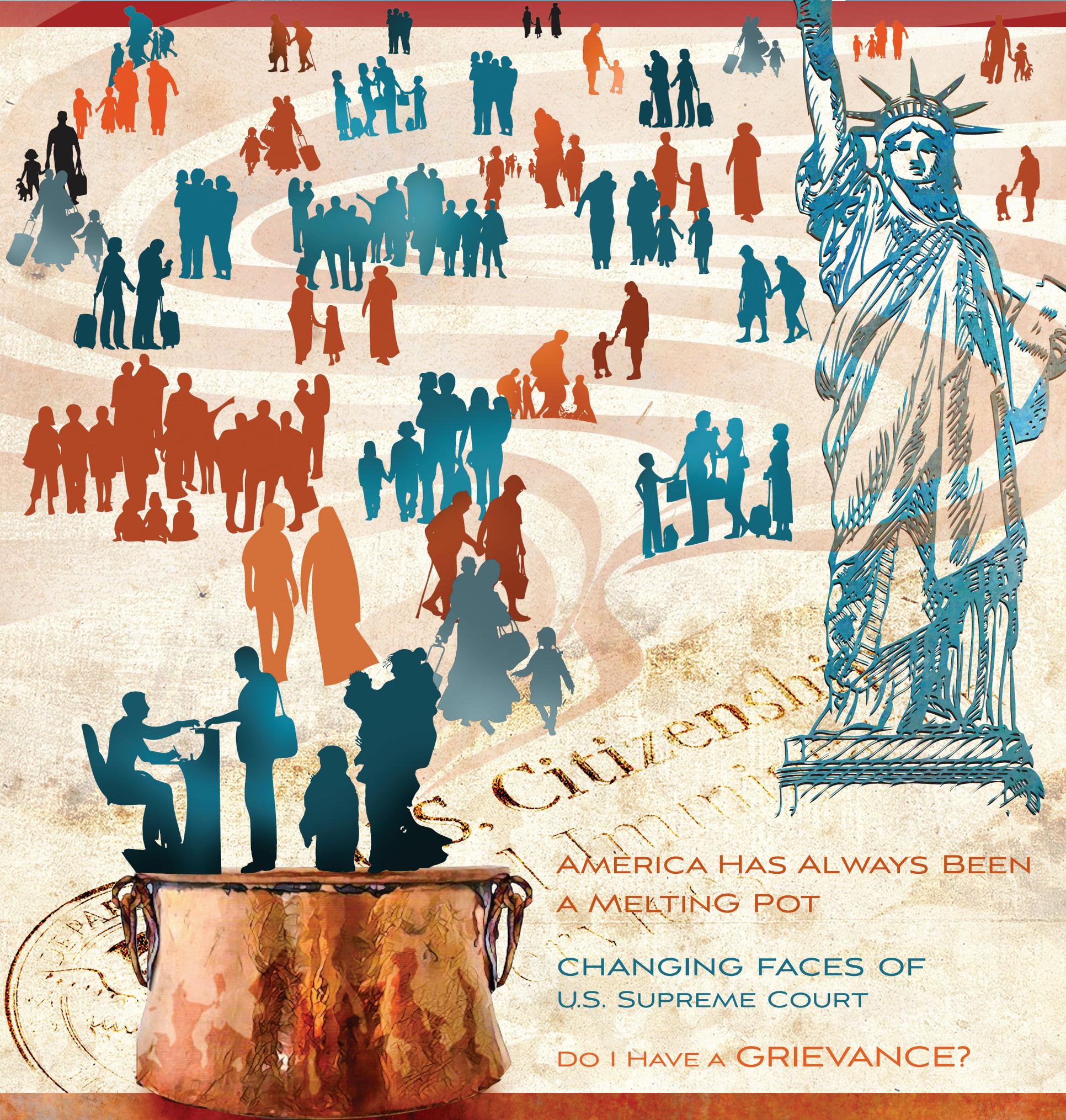


OCTOBER-DECEMBER 2016



COMMUNIQUE



AMERICA HAS ALWAYS BEEN
A MELTING POT

CHANGING FACES OF
U.S. SUPREME COURT

DO I HAVE A GRIEVANCE?

AMERICA

HAS ALWAYS BEEN A

Melting Pot

WHY IMMIGRATION IS SUCH A **HOT** TOPIC NOW

America is a country built on immigration. Unless your family is Native American, then you are from an immigrant family yourself. We all are. Most citizens tracing their roots will not have to search through many generations before stumbling across a relative born outside of the country.

Ellis Island, as the gateway for more than 12 million immigrants to the United States, was the nation's busiest immigrant inspection station from 1892 until 1954. In the early 1900s – the peak years of Ellis Island's operation – between 5,000 and 10,000 people passed through the immigration station every single day. In addition, in the 35 years before Ellis Island even opened, more than eight million immigrants arrived in New York. No matter how you slice it, that's a lot of immigrants. It has been estimated that close to 40 percent of all current U.S. citizens can trace at least one of their ancestors to Ellis Island, according to the website *History*.

Immigration has been a subject taught in schools for decades. In fact, the Emma Lazarus sonnet on the base of the Statue of Liberty that reads "Give me your tired, your poor, your huddled masses yearning to breathe free" is something that children have memorized and written about in a multitude of assignments throughout the years. So why has the topic of immigration suddenly become a panic button in our country?

When Ellis Island opened, a great change was taking place in immigration to the United States. People began pouring into this country from northern and western Europe, places like Germany, Ireland, Britain and the Scandinavian countries. When that wave slowed, America saw an increase in immigrants from southern and eastern Europe, including Jews escaping from political and economic oppression, and Italians escaping poverty in their country. There

were also Polish, Hungarians, Czechs, Serbs, Slovaks and Greeks, along with non-Europeans from Syria, Turkey and Armenia. They left their homes for a multitude of reasons, including war, drought, famine and religious persecution, and all had hopes for a better life in the New World. That's what immigration was about then, and that's what immigration is still about today.

America began as one huge melting pot, and nothing has changed other than the fact that immigration is making more headlines in recent years. "As the world globalizes in terms of nations' economies, trade, and investment, borders are opened up more easily for 'freer' flow of goods and products" (globalissues.org). With this, however, comes a "freer" flow of people as well.

This free flow of immigrants scares Americans. Amid numerous terrorist attacks starting with the worst one on 9/11, slow economic growth, and the recent presidential campaigning with immigration as a central theme, the Migration Fear Index as measured by Economic Policy Uncertainty has skyrocketed in the last few years.

And that fear is being exacerbated by President-elect Donald Trump's claim that on day one in office he intends to build his impenetrable physical wall on the border between the United States and Mexico that Mexico will pay for. The question remains, though, as to whether immigration is any more of a problem than it has been in the past several decades.

"Immigration has become a central part of the political discussion, as Donald Trump...has stoked concern about immigration, blaming it as one of the reasons for economic shortcomings among the middle class and as being among the sources of the terrorist attacks in San Bernardino, California, and Orlando, Florida," claims *Business Insider*.

Immigrants themselves don't seem to be what Americans fear. Remember, most of us are from immigrant families. Rather, there is an increasing fear of *illegal* immigrants.

1921

President Warren G. Harding signs the Immigration Quota Act into law in 1921, after booming post-war immigration results in 590,971 people passing through Ellis Island. According to the new law, annual immigration from any country cannot exceed 3 percent of the total number of immigrants from a country living in the U.S. in 1910.

1950

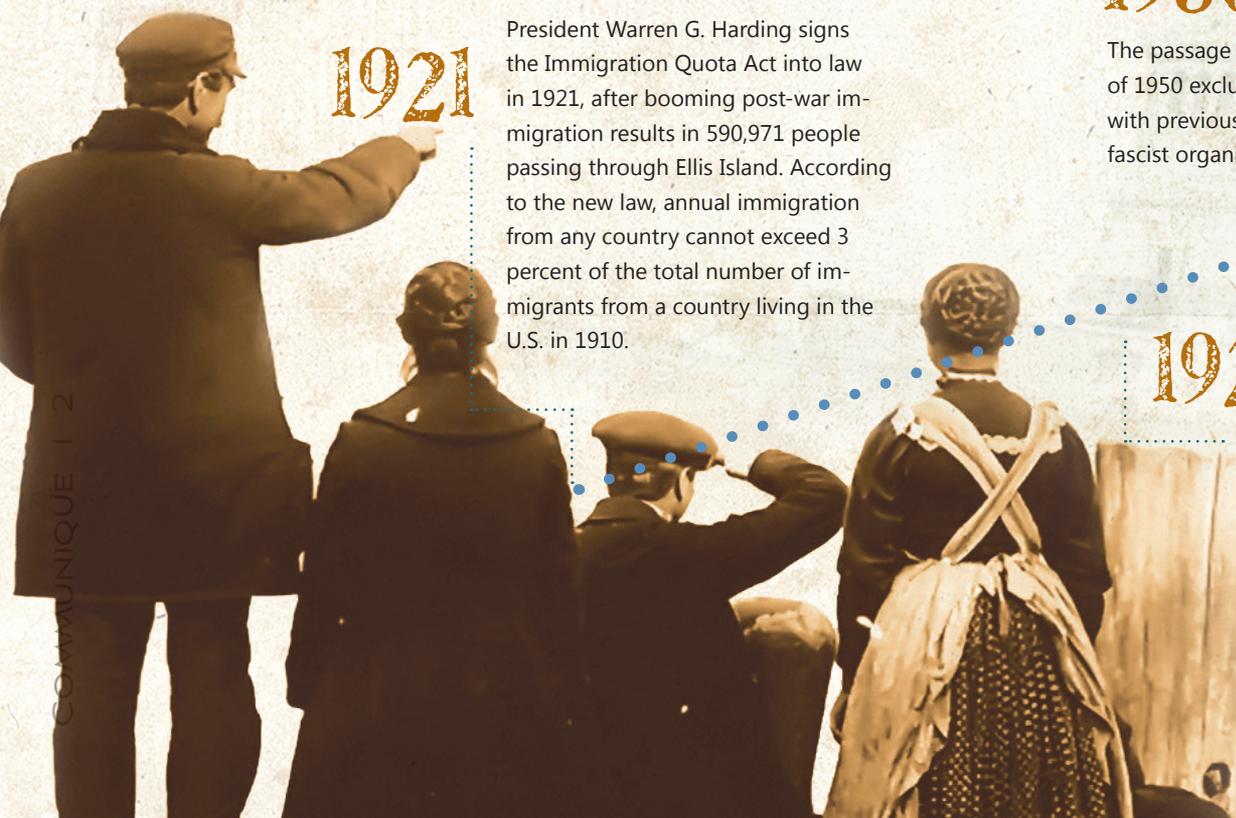
The passage of the Internal Security Act of 1950 excludes arriving immigrants with previous links to communist and fascist organizations.

1924

The National Origins Act of 1924 goes even further, limiting total annual immigration to 165,000 and fixing quotas of immigrants from specific countries.

1965

In 1965, President Johnson signs a new immigration and naturalization bill, the Hart-Cellar Act, which abolishes the earlier quota system based on national origin and establishes the foundations for modern U.S. immigration law. The act allows more individuals from third-world countries to enter the U.S. (including Asians, who have in the past been barred from entry) and establishes a separate quota for refugees.



Americans fear illegal immigrants because they see them as a drain on society and a danger to communities. The reality is, however, that immigrants have played significant roles in our country and have made substantial contributions in the fields of medicine, economics, and manufacturing. The problem is when fear begets fear, which turns into a rampant attack on the overall immigrant system.

In June 2012, the Obama Administration started Deferred Action for Childhood Arrivals (DACA) that allows certain so-called undocumented immigrants to the United States who entered the country before their 16th birthday and before June 2007 to receive a renewable two-year work permit and exemption from deportation. DACA confers non-immigrant legal status but does not provide a path to citizenship. In November 2014, the President expanded DACA to include so-called undocumented immigrants who entered the country before 2010, eliminating the requirement that applicants be younger than 31 years old, and lengthening the renewable deferral period to two years.

Slightly more than two years later, in November 2014, President Obama announced the Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA), a planned American immigration policy to grant deferred action status to certain illegal immigrants who have lived in the United States since 2010 and have children who are either American citizens or lawful permanent residents. Deferred action is not full legal status, but would come with a three-year, renewable work permit and exemption from deportation.

One month after that, Texas and 25 other states sued in the District Court for the Southern District of Texas asking the Court to enjoin implementation of both DAPA and the DACA expansion. On February 16, 2015, a preliminary injunction was issued that blocked the program from going into effect while Texas v. United States proceeded.

On June 23, 2016, the U.S. Supreme Court announced it was deadlocked 4-4 in a decision that read, in its entirety, "The judgement is affirmed by an equally divided court." The ruling set no precedent and simply leaves in place the lower court's preliminary injunction blocking the program. Unfortunately, the flip side of Democratic President Obama's immigration "progressive reforms" policy has been an escalation in deportations, raids and arrests, and mass arrests of immigrant men, women, and children by Immigration and Customs Enforcement (ICE).

In response to these raids, CWA Local 1180 issued the following statement: "No workers in the United States should depart for work in the morning fearing that they will not make it home to their families at the end of the day. No worker should be silenced from speaking up about workplace hazards or sexual harassment or wage theft because he or she fears being rounded up in a deportation raid. Central American immigrants face serious and growing threats and violence in their countries of origin, due in part to social upheaval resulting from America's failed trade policies. These immigrants should be given humanitarian protection rather than face detention and deportation. CWA condemns the fear, division and xenophobia that are driving the policies of exclusion and making us weak. We demand that the Administration not give in to the messengers of hatred divisiveness by victimizing refugees who are already victims of violence and terror."

Continued on page 4

1986

More than 3 million aliens receive amnesty through the Immigration Reform Act in 1986, but an economic recession in the early 1990s is accompanied by a resurgence of anti-immigrant feeling.

2000

Debates continue over how America should confront the effects of soaring immigration rates throughout the 1990s. In the wake of the 9/11 terrorist attacks, the Homeland Security Act of 2002 creates the Department of Homeland Security (DHS), which takes over many immigration service and enforcement functions formerly performed by the Immigration and Naturalization Service (INS).

1998-2000

The policies put into effect by the Immigration Act of 1965 have greatly changed the face of the American population by the end of the 20th century. Whereas in the 1950s, more than half of all immigrants were Europeans and just 6 percent were Asians, by the 1990s only 16 percent are Europeans and 31 percent were Asians, and the percentages of Latino and African immigrants also jumped significantly. Between 1965 and 2000, the highest number of immigrants (4.3 million) to the U.S. comes from Mexico; 1.4 million are from the Philippines. Korea, the Dominican Republic, India, Cuba and Vietnam are also leading sources of immigrants, each sending between 700,000 and 800,000 during this period.

1982-1990

Immigration into the U.S. continues, mostly by land routes through Canada and Mexico. Illegal immigration becomes a constant source of political debate throughout the 1980s and 1990s.



U.S. Citizenship and Immigration Services



AMERICA

HAS ALWAYS BEEN A

Melting Pot

WHY IMMIGRATION IS SUCH A HOT TOPIC NOW

Lourdes Acevedo, Latina Administrative Manager in the NYC Department of Transportation, CWA Local 1180 Recording Secretary, and longtime member of CWA Local 1180's Hispanic Heritage Committee, is an official Spanish Translator in the NYC Mayor's Office. She was assisting the Mayor's office to help immigrants secure their status and that of their families until the Court stopped DAPA and DACA. This assistance included minimizing their legal fees to an affordable \$760 when compared to the average fee of \$10,000 that attorneys often charge.

According to Acevedo, "Many immigrants must accept wages much less than the minimum wage for fear that if they complain, they will be reported, jailed for unlimited periods of time, and then deported." She has known people who had to cross the border into the U.S. through tunnels. She mentioned this suggesting that even the threat of President-elect Trump building a border wall will not stop those with a strong desire to emigrate to the United States in search of a better life.

This better life does not always come so easily to immigrants, however. Quite often, immigrants have a difficult time integrating into an American society so different from their home country. The effects of immigration can be both positive and negative for the recipient country, in this case the United States, as well as the immigrants. Some of those positive benefits, according to globalissues.org, include:

- Immigrants often do jobs that people in the host country will not;
- Migrant workers often work longer hours and for lower salaries; while this is controversial and sometimes exploitive, it benefits the host country;
- Immigrants, when made to feel welcome, contribute to the diversity of that society, which can help with tolerance and understanding;
- Immigrants offer an increased talent pool if they have been well educated in their original country.

But there are also numerous drawbacks:

- Immigrants can be exploited for their cheap labor;
- Immigration can attract criminal elements;
- Immigration can become a social/political issue, where racism can be used to exploit feelings or as an excuse for current woes of local population;
- Where there is a perception that immigrants and refugees appear to get more benefits than local poor people, tensions and hostilities rise;
- Concerns about illegal immigration often spill over to ill-feelings toward the majority of immigrants who are law-abiding and contributing to the economy.

CWA Local 1180 President Arthur Cheliotos told the *Communique*: "My father Nick Cheliotos stepped onto American soil in Tampa, Florida on August 26, 1926, as a stowaway hidden in the coal bins of a freighter from Havana, Cuba. Greeks were considered undesirables and immigration quotas from Greece were very low. According to congressional testimony, eugenics 'scientifically' demonstrated that southern and eastern Europeans with an inferior cephalic index would pollute the Nordic gene pool. Madison Grant wrote 'The Passing of the Great Race in America' (1916) that helped shape the Immigration Acts of 1917 and 1924 that restricted immigration to less than 400 annually from Greece, while immigration quotas for Germany and Great Britain were in the tens of thousands.

The reality is that immigration to the United States is going to continue and Trump building a wall to keep out Mexicans is not going to actually stop them.

"We are in favor of granting undocumented workers the status they need to stay legally in America. Otherwise, they will stay here anyway and they will get exploited," Cheliotos said. "There is a long history of understanding that if immigrants want to come here, they will find a way no matter what. No retaining wall is going to keep them out. Immigrants are dreamers and when they dream of coming to the United States for a better life, they are going to achieve that dream even if it kills them. As we know, many have died trying to get to America."

He said that our country has already invested significant financial sums to educate children of illegal immigrants, so to expel them now would be pointless. Many of these children were born on American soil, thereby making them full-fledged Americans. "What does the President-elect intend to do? Split up these families and send their parents back to their native countries? He can't kick out the children; they are Americans. Where are our family values? Many children of immigrants don't speak any language other than English," Cheliotos said.

According to a *National Review* article from September 2016, current immigration policy costs taxpayers \$300 billion a year. This fact is one that President-elect Trump has tossed about in an attempt to scare Americans into believing that immigration is bad. Another reason Americans are in a panic? Between the terrorist attacks of 9/11 and the end of 2014, at least 380 foreign-born individuals were convicted in terror cases inside the United States, according to the U.S. Senate Immigration Subcommittee (June 22, 2016).

"We obviously need to deport immigrants, illegal or otherwise, if they are terrorists," Cheliotos said. "But the majority of immigrants come here wanting to make something of themselves. While Trump has declared that immigrants are taking away jobs that could go to Americans, the reality is that Americans do not want to do these types of jobs anyway."

He said a perfect example is the farm workers movement, where immigrants have notoriously been employed. This industry's history is based on immigrants working for near slave wages while being exploited and mistreated, bent over for no less than eight hours a day picking crops. "I don't see that Americans would take these kinds of jobs," Cheliotos said. "Our best chance for success is to organize the immigrants and give them the protections they need and deserve. That's what happened to the farm workers back with Cesar Chavez and the UFW."

The textile industry is another example of immigrant workers taking jobs no one else wanted. Despite its dramatic and continued decline, apparel production remains the largest manufacturing industry in New York City. It is viable, in large part, due to the mass influx of new immigrants "sweating" it out in cramped, poorly ventilated factories for a piece-rate that averaged about a dollar per assembled garment. Today, immigrant Asian and Latino workers are concentrated in these labor-intensive industries that produce garments, textiles, furniture, electronics, and footwear. Close to three-quarters of New York City's garment production workers are from the People's Republic of China, Dominican Republic, Mexico, or South Korea.

"Immigration isn't going anywhere," Cheliotos said. "It's a matter of how we deal with it. And the way to deal with it is not erecting a wall. We are a country that traditionally has welcomed immigrants and we need to continue to open our doors and offer the support and assistance needed to help them make a new life for themselves if we are to become a civilized country." ■



ARTHUR CHELIOTES

President

Was the People's Voice Really Heard?

The recent presidential election results bring to mind the words of the great Frederick Douglass, African-American social reformer, abolitionist and orator — “the struggle continues.” Clearly the fight for all of us to live with dignity, justice, and respect in our nation must continue and even escalate at a much greater level if we are to be a civil society.

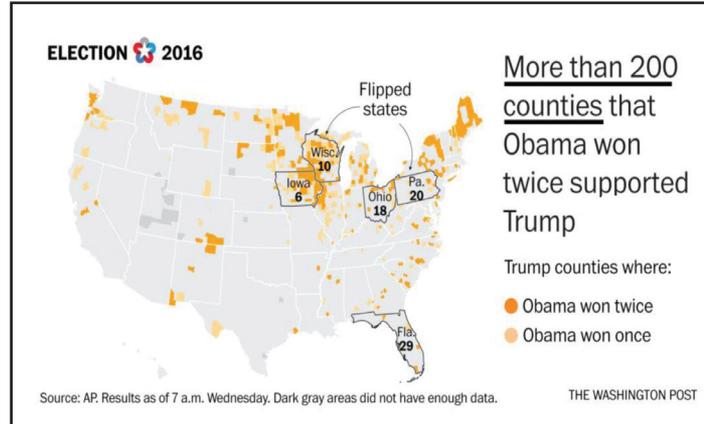
Republicans won on a technicality, as the majority of the American people rejected the bigotry, misogyny, homophobia, and xenophobia that were the hallmark of President-elect Donald Trump's campaign. The electoral college system devised in the 18th Century to appease the fears of less

The fact is that while Democrats claimed to support policies that are much better for the working class than anything the other party has to offer, they haven't delivered.

populated, mostly slave states to sign the U.S. Constitution is a historic relic that undermines the very concept of a democratic republic.

The election results demonstrate that the American people are fed up with the economic conditions offered by both parties. Our “friends” in the Democratic Party have not delivered security and equality to their supporters. Their failure to protect our pensions, offer wage increases that keep up with the rising cost of living, or address the blatant discrimination against women and people of color, stand as glaring examples. The current political systems fails to address the needs of the 99% and gives even greater power and wealth to the 1%.

Recent election analysis shows that a significant part of white, working-class voters who voted for President Obama in 2012 did not vote for Clinton in 2016. In about 200 counties in Pennsylvania, Florida, Ohio, Iowa, Michigan and Wisconsin, this demographic moved the electoral college to the Republicans.



Economist Paul Krugman, in a *New York Times* article on November 25, acknowledged what few pundits and the media talk about and some have denied — that class played some role in what happened on November 8. He points out that Bernie Sanders' campaign understood that working-class incomes are down and voters wanted a champion to “stand up to Wall Street, to the insurance companies, to the drug companies, to the fossil fuel industry.”

Krugman doubts this would do any good for the Democrats because most of the news media simply refuse to cover policy substance. The corporate media's aversion to covering substantive election issues that Krugman cites is very real; they would rather entertain the American people than inform them.

Both candidates spent most of their television advertising time attacking the other person's character. In fact, according to Fairness and Accuracy in Reporting (FAIR), Clinton's ads did little else. More than three-quarters of her ads and nearly half of her opponent's were about their traits, characteristics or dispositions. Only 9 percent of Clinton's ads were about jobs or the economy. By contrast, 34 percent her opponent's ads focused on the economy, jobs, taxes and trade.

The fact is that while Democrats claimed to support policies that are much better for the working class than anything the other party has to offer, they haven't delivered. The Republican party offered an alternative to the busi-

ness as usual that supports the rigged system.

Business as usual in the past 40 years or so means that the U.S. middle class had \$17,867 less income in 2007 than in 1979 after inflation, while income going to the very wealthy has soared, according to the Economic Policy Institute. Inequality of wealth has climbed to the point where the pace of annual pay increases for the top 1% wage grew 138% since 1979, while wages for the bottom 90% grew 15%. As the strength of the labor movement declined, the income of the top 10% grew. This has proceeded under Republican and Democratic presidencies alike.

Donald Trump did better with voters who were white males older than 45 and earning more than \$50,000 a year. But among all white voters, he did only 1 percentage point better than Romney who lost the popular vote by 3.9 percentage points. This is because Trump's 14-point gain among whites without college degrees was almost canceled out by a 10-point loss among college-educated whites.

The real secret to Trump's success is that while he did poorly among voters of color, he did less poorly than Romney who got 7 fewer points among African-Americans, 8 less with Latinos, and 11 points less with Asian-Americans.

Trump's message struck a chord: The system is rigged — average Americans have been getting screwed for far too long and he was going to stop it. The lack of enthusiasm for Clinton, even though she could have been our

first female president, was due in large part to a lack of a compelling economic message that caused left-leaning poor people to stay home, allowing Republican gains by default.

A successful challenge to Trumpism has to have a message that offers a plausible alternative to the real problems that Trump offers bogus solutions to. Michael Moore, the Oscar-winning documentary movie producer, has put together a To-Do List of top suggestions. I have edited his list but it is a starting point to continue our struggle and fight back.

- First, take over the Democratic Party and return it to the people.
- Second, ignore all pundits, predictors, pollsters and anyone else in the media who refused to listen to or acknowledge what was really going on. Those same bloviators will now tell us we must “heal the divide” and “come together.” Turn them off.
- Third, any Democratic member of Congress who didn't wake up after the election ready to fight, resist, and obstruct in the way Republicans did against President Obama every day for the eight full years he was in office must step out of the way.
- Fourth, everyone must stop saying they are “stunned” and “shocked.” What you mean to say is that you were in a bubble and weren't paying attention to your fellow Americans and their despair. For years, workers have been neglected by both parties; the anger and the need for revenge against the system only grew.
- Fifth, you must say this sentence to everyone you meet: “Hillary Clinton Won The Popular Vote!”

The MAJORITY of our fellow Americans preferred Hillary Clinton over Donald Trump. Period.

Fact. If you woke up after election day thinking you live in a screwed

Continued on page 15

MEMBERS IN ACTION

Campaigning for Hillary



CWA 1180 members, along with the Manhattan Borough Coordinating Committee and 1180 Executive Board members, headed for Levittown, PA in October to campaign for Hillary Clinton. "Despite the outcome of the election, it was important for our members to participate in this GOTV effort as a means of showing labor's support," said Second Vice President Gerald Brown. ■

Queens Coordinating Committee at Work

Local 1180's Queens Borough Coordinating Committee is taking its job seriously. Members have been out and about meeting with elected officials garnering support for various legislative matters and drumming up support for Union initiatives. Pictured at top right, Committee members met on September 9 with NYC Council Member Elizabeth Crowley from the 30th NYC Council District in Queens. Local 1180 asked for her support on obtaining information needed for the pending Administrative Manager EEO case. She agreed to help by writing a letter to the Office of Corporation Counsel. From left: Sebastian Levenson (from the Advance Group), Stephanie Lindo-Avera, Ellice Vessels, Sharen Willis, Staff Representative Robin Blair-Batte, and Council Member Elizabeth Crowley. The Committee also met with Council Member Karen Koslowitz (bottom right) about the EEO case. She pledged her support to the Union and also sent a letter as such to Corporation Counsel. Pictured from left, Ellice Vessels (HRA Shop Steward), Robin Blair-Batte (Executive Board Member and Staff Representative), Council Member Koslowitz, Rose Reeves (HPD Shop Steward), and Sharen Willis (HRA Shop Steward). On November 18, the Committee (below) reached out to NYS Assemblywoman Alicia Hyndman and her daughter at the Queens meeting. ■



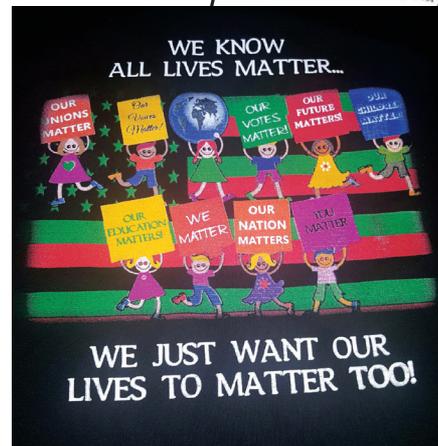
Happy Dawali Day

Local 1180 Executive Board Member Lenora Smith marked Dawali Day in DEP with Dian Duke (Shop Steward) and Denise Merchant. Diwali is the five-day festival of lights, celebrated by millions of Hindus, Sikhs and Jains across the world. The festival, which coincides with the Hindu New Year, celebrates new beginnings and the triumph of good over evil and light over darkness. ■

1180 Members March in Parades



Local 1180 members (pictured above) gathered for this year's Labor Day Parade held on September 10, 2016, in New York City. Each year on Labor Day, we pause to celebrate the contributions of working New Yorkers in building and growing our national and local economy. Above right, President Arthur Cheliotos talks with Governor Andrew Cuomo at the parade. After the parade, Governor Cuomo sent a letter to Cheliotos about having the opportunity to march together. Below, members march in the African American Day Parade on September 18. Pictured at bottom right is the print on the back of the African-American Day Parade t-shirt distributed to members who were marching. It was created by Sonja Fulcher, part of the CWA 1180 support staff. ■

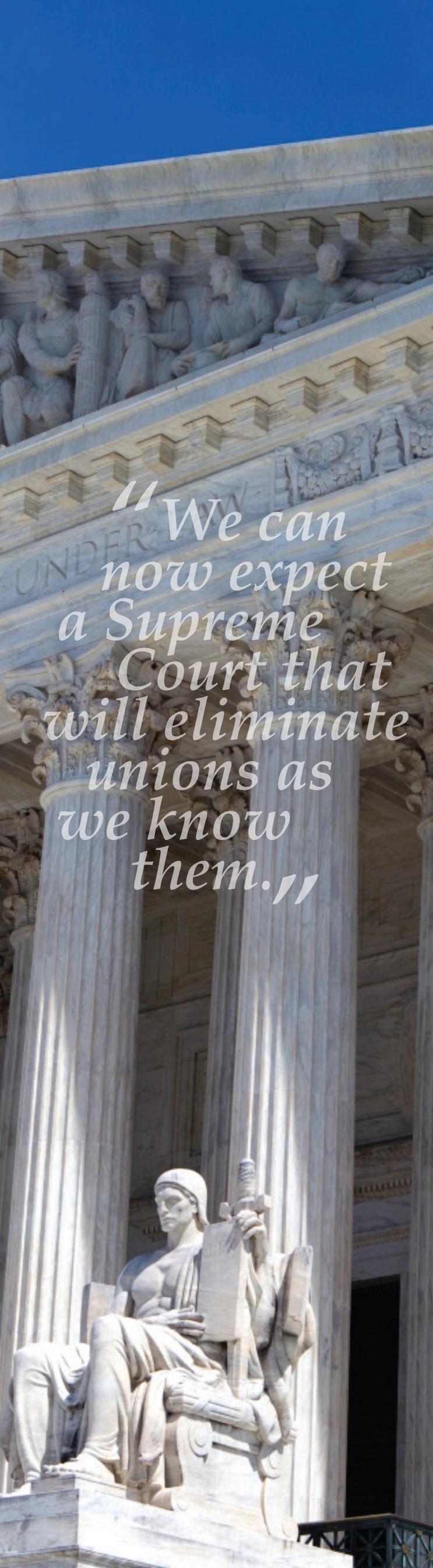


You Have Our Support Backpacks for Kids

Robert Jackson, former New York City Councilman, ran for State Senate this year and had the backing of Local 1180. Although his campaign for the District 31 Senate seat unfortunately was not successful, Secretary-Treasurer Gloria Middleton said it's important for members to get out and support labor-friendly candidates at all times. "We need people in office who understand labor's position on the important issues," she said. Pictured from left are Therese Brand (ACS Shop Steward), Executive Board Member Debra Paylor, Middleton, Jackson, and Second Vice President Gerald Brown. ■

The Local 1180 Hispanic Committee once again sponsored a Back to School Supplies and Backpack drive for children as they headed back to school in September. "Not everyone can afford to purchase basic supplies for their children, and that includes necessities like pens, pencils, notebooks and backpacks," said Venus Colon Williams, Staff Representative who heads the Committee. This year, 18 fully stocked backpacks were donated to WIN, the largest provider of shelter and supportive housing for NYC's homeless population. "We can't thank our members enough for taking the time and their own resources to purchase items for donation. What we did helped improve the lives of children, like the one pictured," Williams said. ■





“We can now expect a Supreme Court that will eliminate unions as we know them.”

CHANGING FACES of the

LABOR WAITS WITH BAITED B

When conservative Supreme Court Justice Antonin Scalia died earlier this year, public sector unions got an “eleventh-hour” reprieve from the gallows. And while they slipped the knot this time, the hangman lies in wait.

Chief Justice John Roberts’ Court was about to decide a case with potentially lethal outcomes for organized labor: *Friedrich v. California Teachers Association*. With the Court deadlocked 4-4 on the issue, Scalia’s swing vote would have been the deciding one.

It began in 2013 when the ultra-conservative Center for Individual Rights (CIR) filed the lawsuit on behalf of Rebecca Friedrich and eight of her non-union collaborators. They intended to reverse a 40-year-old precedent set in 1977 by *Abood v. Detroit Board of Education* saying that public-sector employees are required to pay “fair share” fees to unions representing them. Friedrich petitioned the Court to consider *Abood* unconstitutional under the First Amendment.

The CIR argued, and still does, that any bargaining by public sector unions is political by nature. They put forth the fallacious and preposterous argument that bargaining for public sector workers, even for basics like pay, benefits and working conditions, is ideological, and thus fair-share fees violate freedom of speech. They maintain that all public sector employees should come under right-to-work (RTW) models. If the Friedrich suit had been upheld, non-members could have opted out of paying dues. Since by law unions are required to represent all workers affected by a contract (even the non-payers or “free-riders”), public sector unions would have lost millions of dollars. Had he lived, Scalia almost certainly would have used his swing vote to tip the deadlocked Court in favor of Friedrich’s petition. Political pundits had already drafted labor’s obituary, and many heard the bells beginning to toll for the last great bastion of organized labor — public sector unions. But fate weighed in when Scalia breathed his last.

On June 28, 2016, the Friedrich case was finally laid to rest when the Court denied a petition for rehearing of the split decision. But it is hard to kill a bad thing. Like Rasputin and Richard Nixon, they just keep coming back. The CIR issued an immediate press release following the Court’s denial for rehearing that said: “...We will look for other opportunities to challenge union dues law...”

What it’s Really About

The Friedrich’s Case was only the latest incarnation of right-wing efforts to destroy unions, and make America a right-to-work-for-less (or a right-to-starve) country. It has nothing to do with freedom of speech. It’s part of a strategy to annihilate unions.

Since the advent of the Roberts Court, only corporations have a guarantee of free speech in America. The Supreme Court has been mostly conservative since Ronald Reagan was in office. But under Chief Justice Roberts (appointed by George W. Bush), the Court has become increasingly political and ideological, and their decisions conform more and more to the thinking of the radical right. The Court’s conservative bloc has consistently served corporate interests at the expense of the constitutional demand that the Supreme Court hold fairness and impartiality above all else. In recent decisions, it struck down laws for campaign financing limits, and laws limiting pharmaceutical companies from selling private prescription data kept by physicians.

Most troubling for organized labor are the decisions favoring anti-union corporate cabals. The Court voted yes to two recent petitions — *Knox v. SEIU* in 2012 and *Harris v. Quinn* in 2014, both aimed at strangling union revenue streams. Both petitions were aimed at putting a burden on unions to have members opt in to paying dues to the unions that represent them as opposed to having non-members opt-out.

Is Hope Alive?

Conservative groups currently are filing dozens of petitions against labor-friendly laws. Had Hillary Clinton prevailed in November, her replacement for Scalia would have tipped the Court in a more moderate direction. Her selection might have removed the threat against *Abood* altogether, at least in the short run. Depending on the longevity of the other justices, we could have had the most labor friendly court in decades. But Donald Trump is the President-elect.

NG

The U.S. Supreme Court

DEATH FOR NEW PRESIDENT TO FILL SPOTS

His replacement for Antonin Scalia means the Supreme Court once again will be controlled by Republican and Conservative appointees. Future petitions like Friedrich are likely to find favor on the new Court. On top of that, Justice Anthony Kennedy, who has been a voice of moderation, is 80 years old; and two of the remaining liberal Justices, Ruth Bader-Ginsberg and Stephen Breyer, are 83 and 78, respectively. If Trump also gets to replace either of these, the Court will be solidly conservative, or reactionary, for years to come.

“With these three justices in or near their 80s, any successor named by Trump could shift the philosophical makeup of the nation’s highest court, which most likely will not bode well for labor,” said Local 1180 First Vice President Gina Strickland. “This is a scary time for unions, and quite honestly, Americans in general.” Trump’s initial appointees to various positions within his Cabinet already show him as an anti-union president, thereby not giving labor tremendous hope for his Supreme Court appointees either.

Recent news reports indicate that President-elect Trump has narrowed potential nominees to three or four, and will announce quite soon.

If he makes an announcement anytime soon, this would be the quickest any transition team has moved in recent years on a nominee. During the campaign, the direction of the Supreme Court was a hot topic amongst voters, many of whom expressed concern about how decisions would be rendered on controversial issues like transgender bathroom use, religious liberties, the death penalty, and criminal justice issues.

While concerns about these issues are most definitely valid, labor has its other concerns. The voices of labor leaders past are starting to echo across the centuries, warning of a return to the dismal working conditions they fought and died to eradicate — slave wages, fatal working conditions, child labor, and the sweat-shop model.

With the Supreme Court of the United States deciding between 70 and 80 cases a year, that’s quite a few decisions sitting in the hands of what most likely will be a right-tilting court.

Local 1180 President Arthur Cheliotis spoke of troubled waters ahead. “Our nation is already discredited for human rights violations, including fewest protections for workers of most western nations.” He provided some historical perspective as well, saying: “The

labor movement never had it easy in this nation. We can now expect a Supreme Court that will eliminate unions as we know them.”

Cheliotis told of a labor law decision in 1806 when cordwainers (shoemakers) tried to organize. “The workers asserted that the master shoemakers’ control over their laborers was a form of wage slavery; much like the tyranny colonists had fought against. The Court ruled that organized workers hampered industry and threatened the economy.”

Cheliotis now has an understandably unfavorable forecast in the wake of the election result. “We can expect appointments by a Republican president and Congress who share the Cordwainer Court’s opinion, and that doesn’t bode well for organized workers.”

Hope is still alive, but currently on life support.

Right To Work: Origins & Implications For American Workers

In 1947, Congress enacted the Taft-Hartley Act (THA), overriding a veto by President Harry S. Truman. Taft Hartley gutted The Wagner Act of 1935, signed into law by President Franklin D. Roosevelt. The Wagner Act provided the following freedoms and safeguards: prohibited management, or any other, to interfere, restrain or coerce employees in their rights of freedom of association; guaranteed labor organizations’ right to bargain collectively for wages and working conditions, prohibited interfering with the formation or administration of any labor organization; outlawed discriminating against employees for supporting or encouraging labor organization; and prohibited discriminating against employees who file charges or testify. It also penalized anyone, on either side of the spectrum, for unfair labor practices.

Easy to see why the anti-union interests dedicated to a powerless and voiceless workforce would use any means to de-fang the Wagner Act. They used all the standard weapons in their arsenal: fear, intimidation, deceit and bribery. They used fear of integration in the racist South and fear of Communism at the height of Cold War paranoia. They succeeded in passing Taft Hartley, and giving birth to the RTW movement. Today, the prevailing winds favor RTW and 26 state legislatures have now opted for right-to-work provisions. Twenty-four are considered non-RTW states.

Wondering What Life is Like Under RTW?

While statistics differ, extensive sampling by statisticians Shierholz & Gould paints a rather bleak picture. Their three-year study (2010-2012), supported by Bureau of Labor Statistics data, found the following: workers in non-RTW states are 2.5 times as likely to be in a union or protected by a union contract. Average hourly wages are 15.8 percent higher in non-RTW states than in RTW states. The AFL-CIO website recently published the following statistics, also derived from the Bureau of Labor Statistics database: Poverty rates are higher in states with RTW laws (15.3% overall and 21.4% for children), compared with poverty rates of 12.8% overall and 18% for children in states without these laws. The infant mortality rate is 12.4% higher for RTW states than in non-RTW states. States with RTW laws spend 32.5% less per pupil on elementary and secondary education than in non-RTW states. The rate of workplace deaths is 49% higher in states with Right to Work laws, according to data from the Bureau of Labor Statistics. This begs the question as to what rights are being protected under RTW laws. Not the rights of the little guy or those of working people, and definitely not the right of poor- and middle-class workers to afford a decent lifestyle.

Unions Need to Fight

In 1961, Martin Luther King said: “In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote.”

How prophetic. If King were alive today, however, he might conclude that organized labor has yielded to demands of labor peace without the concomitant guarantee of labor justice. Perhaps it’s time for unions to stop relying on tepid politicians and get back to the lifeblood of the movement — grass roots campaigns launched in solidarity with other unions. King knew that if they could divide the movement, then it would surely fall. It’s time for labor to stand together — public sector and private sector unions alike. It’s time for members to stay active and get involved. ■

Do I Have a GRIEVANCE?

Assistant Coordinating Managers (ACMs) in the Nursing Office in Health+Hospitals (H+H) work five days a week, Monday through Friday. When six Local 1180 employees were told they would be responsible for picking up timecards from employees in that division and that the pickups needed to be done on Sundays, they contacted their Staff Representative at the Union office.

Staff Representative Robin Blaire-Batte spoke with the ACMs who told her that H+H management made the decision to implement rotating Sunday schedules, giving the ACMs one day off during the week they were scheduled for Sunday. The problem was that this violated the Union's contract. The change in work schedule that forced members to work on Sunday but gave them a day off during the week was done in order to avoid paying overtime.

Local 1180 filed a grievance on behalf of the members — **and won!** H+H complied with a cease-and-desist order and told the Department they no longer could have the ACMs on a rotating Sunday schedule.

Grievances come in all shapes and sizes. That's why it's so important for members to know what constitutes a grievance and what to do when you think you have a situation that might be grievable.

A grievance is an unjust action, practice, or condition committed by management. It is a statement that an employer, or someone acting on behalf of an employer, has violated workers' rights that have been agreed to under the contract, through legislation, or through the employer failing to meet management's policies and procedures.

"Every situation is different and the devil is all in the details," said First Vice President Gina Strickland, who oversees the Union's Staff Representatives tasked with handling member grievances. "It's rare that two situations will be identical or that members can base their situation on what they have heard from a co-worker."

Strickland said so many different types of issues arise that can be considered grievances, that it's difficult to make a blanket statement covering everything. Most grievances, however, arise out of a dispute concerning the application or interpretation of the terms of 1180 contracts or agreements. As in the situation at H+H, the terms and conditions of employment were being violated. "Management just can't arbitrarily change the days you are assigned to work, make you work on a Sunday, and not pay you overtime," she said. "That's not how it happens."

Other times where there might be a grievable issue is when the terms and conditions of employment are altered, or when duties of a specific job are changed too much by management.

Strickland said the best thing for all employees to do if there is even a hint of impropriety is to call the Union immediately and discuss the specific details with a Staff Rep, all of whom are trained to know what questions to ask to determine how to proceed. Certain grievances are time sensitive and if members delay in contact ing the union, it might be too late to file.

Staff Rep Blaire-Batte said the number one issue that arises deals with time and leave. These are defined in the Citywide Agreement, but each Agency has a Code of Conduct or Employee Handbook that is more specific to the Agency. It is up to employees to know the time and leave rules for their Agency. However, if an issue does arise, or there is a question about time and leave, Blaire-Batte cautions members that it's much better to ask than to guess.

All members have a specific Staff Rep assigned to their agency. This Staff Rep must be notified and involved every step of the way during a grievance process, Strickland said. "The worst thing members can do is go it alone. It never works out.

I can't say it enough, but make the call to the Union. Let us help you. We know how the process works. We are trained to handle all different types of situations. You belong to a union for many reasons. Handling grievances is one of them."

She said that members should not be concerned about confidentiality as Shop Stewards and Staff Representatives will not discuss an employee's grievance proceedings with anyone other than those involved in the situation, or engaged in handling the grievance, unless the employee suggests witnesses.

THE GRIEVANCE PROCESS

1. Determine if you have a grievable issue by discussing it with your Shop Steward or Union Staff Representative, who will research the basis for the grievance in one or more of our documents. If your issue is not grievable, your Shop Steward or Staff Representative will advocate for you when possible in order to resolve your issue to everyone's satisfaction.
2. Gather all pertinent documentation to validate your claim. Ideally, there will be records of dates and times, or written evidence of the offense. The Shop Steward or Staff Representative will not do the legwork for you, but will need to know who was involved, what happened, when and where it happened, and why you think it's a grievance.
3. Complete, sign, and submit the grievance form to your Supervisor, Director, or the appropriate entity. This is determined by the type of grievance. Ask your Staff Rep for help.
4. In some cases, a Step I Grievance hearing is held, with a written response. In other cases, no response is received.
5. Grievances not resolved at Step I will proceed to a Step II hearing, which is held with the Office of Labor Relations of your agency, concluding with a written decision.
6. Grievances not resolved at Step II will proceed to a Step III hearing, with the NYC Office of Labor Relations.
7. Grievances not resolved must be approved for binding arbitration. Once the Arbitrator makes a decision, it is binding and irrevocable.

KNOW YOUR WEINGARTEN RIGHTS

Thanks to a 1975 U.S. Supreme Court case, workers have the right to union representation when a supervisor asks for information that could be used as a basis for discipline. These rights are known as Weingarten rights (based on the name of the court case). Members **MUST** remember to invoke their Weingarten Rights if there is even the slightest possibility they are going to be disciplined. Management will not ask you if you want representation. It's up to you to tell management.

Here's what members need to say: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions. This is my right under a Supreme Court decision called Weingarten." ■

GRIEVANCE
Age discrimination
What happened
Who is involved.
ARBITRATION
investigation
When
Race discrimination



GINA STRICKLAND

First Vice President

Labor is Still Strong in New York

Labor ain't dead yet. While many would like to believe, and many even wish, that labor was in fact dead, it is still alive and kicking. In fact, in New York State, we are as strong as ever.

Unfortunately, the rest of the country might not be faring as well. A somewhat recent article on portside.org lays it out this way. "Despite all the attention that has been paid to the union-backed campaign for a \$15 minimum wage, the national decline in organized labor has persisted. Still, for three straight years, New York City, the birthplace of the Fight for \$15 movement, has bucked that trend."

The report detailed how the share of New York City workers who belong to unions has risen for three straight years — to 25.5 percent in the past year from 21.5 percent in 2012. That is more than double the 0.9 percent of workers nationwide who are unionized.

That's good news for workers in the Big Apple who for years have fought to retain, and improve upon, the benefits we receive. The fight hasn't always been easy. Recent mayoral administrations worked against us every step of the way. We persevered, though. We stood strong and we stood our ground. However, the fight is far from over.

According to the published report mentioned in the portside.org article, nationally fewer than one in nine workers is a union member, a share that has decreased slowly and steadily for more than 15 years. But in New York City, more than a quarter of workers are unionized, the highest proportion since 2007, according to the report.

New York has traditionally been a union state, and New York City is most definitely a union city. There are hundreds of unions, each representing a specific sector of the workforce that keeps the city running effectively and efficiently every day. Without municipal workers, the city would cease to function.

There is strength in numbers, as the saying goes. "New York continues defying the law of gravity," said Ruth Milkman, a co-author, with Stephanie Luce, of the annual report, titled "The State of the Unions." Both authors are professors at the Murphy Institute for Worker Education and Labor Studies at the City University of New York.

The report detailed how the share of New York City workers who belong to unions has risen for three straight years — to 25.5 percent in the past year from 21.5 percent in 2012. That is more than double the 0.9 percent of workers nationwide who are unionized. The report's authors attribute the countertrend in New York to the rebound of traditionally unionized industries weakened by the recession, including construction and the hotel business.

In New York, labor unions maintain more power and a larger membership base than in any other state, according to the Bureau of Labor Statistics. Alaska and Hawaii are the only other states where more than 20 percent of the workforce is represented by unions.

The strength of labor throughout the entire state stems from a long reliance on the manufacturing sector, which has maintained factories in upstate and Western New York. In fact, the state was an early leader in public sector unionization, and to this day remains a leading voice for workers.

One of labor's sources of strength has come from the Democratic Party, which has worked with labor leaders who in turn have brought out their members to the polls to support the politicians who have supported labor. The Fight for \$15 campaign, which had strong roots in New York, is a perfect example of this hand-in-hand relationship. When that campaign started in Manhattan in November 2012, organizers called for two insightful changes: an increase in the minimum wage to \$15 an hour and union representation for the workers. At the time, neither of these goals seemed attainable in reality.

"With the help and financial backing of influential unions, the campaign won converts. In New York, Gov. Andrew M. Cuomo, a Democrat, at first balked at supporting the full wage demand. But he eventually embraced it and wound up racing Gov. Jerry Brown, a California Democrat, to sign legislation that would raise the state minimum wage to \$15," the Murphy Institute report claimed.

That positive working relationship and mutual support — a give-and-get relationship — has worked up until recently.

For more than a century, labor unions have been one of the most important constituencies for the Democratic Party, while Republicans on the other hand have tried to curb unions' influence. Unfortunately, that did not ring true in this most recent presidential election year. In typical union states throughout the country, ones that have typically cast their votes for Democratic candidates, voters turned the other way. Neither labor nor the Democratic Party could entice its traditional Democratic voters to cast their ballot for Clinton. The Democratic Party must get its act together, and so too must labor if we are going to maintain our stronghold in New York and rebuild elsewhere nationwide.

So back to the Fight for \$15 campaign. With governments like those in California, New York and Seattle all raising their minimum wages to \$15, the hope is that union membership will continue to grow. After all, it's thanks to unions that the minimum wage push happened in the first place.

But reality also flies in the face of labor. It's to be expected that employers across the board are going to push back against any employees' attempts to organize now or in the future.

"While New York City and New York State have higher rates of union membership than any other city or state in the country, government employees account for most of that 'density,'" the report says. "About 70 percent of public-sector workers in the city and the state are union members, compared with just 19 percent of private-sector workers in the city and 13 percent in the rest of the state. Still, both of those rates are much higher than those of the nation, where less than 7 percent of private-sector workers — or about one in 15 — belong to unions."

The final figures released in the report might be the best news of all. There are about 901,000 unionized workers living in New York City, slightly less than half the state's total of 1.99 million. Only California has more — about 2.5 million in 2015, according to the federal Bureau of Labor Statistics.

We can't let down our guard, however. If New York is going to remain a leader in the labor movement, it's going to take work from us all, together. ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

August 31, 2016

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

Officers

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

Members-at-Large

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

Absent: Charles Garcia and Denise Gilliam

Minutes of the June 22, 2016, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas introduced Assembly Member Pamela Harris of the 46th District of Brooklyn who is seeking re-election.

President Cheliotas' meetings since the last Executive Board Meeting:

June 23, 2016 — Was a guest speaker at the New York State Nurses Association Public Sector/Private Sector Patient Advocate seminar regarding income inequality.

June 24, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding various grants.

June 27, 2016 — Attended a fundraiser for Public Advocate Tish James.

June 30, 2016 — Attended a follow-up meeting with Assistant Commissioner Sean McFarlane at the Department of Health and Mental Hygiene and First Vice President Gina Strickland regarding positions deemed Administrative Manager by the Office of Collective Bargaining. Their stand was that these positions have evolved since 2009. They will look into developing and reclassifying positions for the next Administrative Manager list. That afternoon, held a meeting with NuPenn regarding the development of 6 Harrison Street.

July 1, 2016 — Was a guest speaker at the Police Academy for 24 newly promoted Administrative Managers. That afternoon, he chaired a conference call with the CWA DFOC.

July 6, 2016 — Met with New York City Department of Finance Commissioner Corine Dickey accompanied by First Vice President Gina Strickland, Second Vice President Gerald Brown, and Greg Mantsios regarding CUNY Training programs for CWA Local 1180 members employed by the Department of Finance. That afternoon, he met with Lou Gordon, Stuart Applebaum and John Pescitelli, President of M3 Technologies, updating the progress of the Supplemental Life Insurance, benefits and services to the members of Local 1180. Later that day, President Cheliotas met with the New York City Department of Citywide Administrative Services, accompanied by First Vice President Gina Strickland and Second Vice President Gerald Brown, to discuss the complaint surveys submitted by CWA Local 1180 members regarding administering of the 2015 Administrative Manager exam and establishment of list.

July 7, 2016 — Caucused with the CWA Local 1180 PAA et al Bargaining Committee in preparation for the upcoming session with the Office of Labor Relations (OLR). That afternoon, President Cheliotas and the Bargaining Committee met with OLR to discuss the outstanding issues.

July 8, 2016 — Chaired a conference call with CWA DFOC regarding various grants.

July 11, 2016 — Met with CWA District 1 Vice President Dennis G. Trainor and Assistant to the Vice President Bob Masters, accompanied by First Vice President Gina Strickland and Second Vice President Gerald Brown, to discuss District One's various issues concerning the Local.

July 12, 2016 — Met with CWA Local Administrator Dwight Kearns and Kevin Gallagher regarding the development of 6 Harrison Street.

July 14, 2016 — Conducted a conference call regarding the development of 6 Harrison Street.

July 18, 2016 — Attended the CWA District 1 conference.

July 19, 2016 — Chaired the CWA Local 1180 Executive Board meeting to discuss pressing issues. All reports were deferred until the August 31, 2016, Executive Board meeting.

July 22, 2016 — Received and reviewed the arbitrators' award regarding the Administrative Managers. That afternoon, he chaired a conference call with CWA DFOC regarding various grants. Later that day, he had a meet-and-greet with NYC Department of Sanitation (DSNY) Commissioner Kathryn Garcia. There is no promotional list at this time.

July 23, 2016 — Attended the 2016 Democratic Convention Rules Committee meeting addressing a resolution on how delegates are selected. He served as a representative for the Bernie Sanders Rules Committee. He attended various caucuses on labor issues and Stop the Trans Pacific Partnership. He also met with Executive Director of DC 37 Henry Garrido regarding issues faced at the Convention.

July 27 - July 29, 2016 — Attended the Democratic National Convention.

July 29, 2016 — Chaired a conference call with CWA DFOC regarding various grants.

August 1, 2016 — Met with investment advisor Joe DeBono to help develop affordable housing in the Rockaways. That afternoon, he met with Penny Lewis regarding funding for the Murphy Institute. Later that day, he held an Administrative Manager meeting with the Administrative Manager Bargaining Committee.

August 3, 2016 — Held a meeting with Nu-Penn regarding the development of 6 Harrison Street. That afternoon, he chaired an Administrative Manager Committee Meeting to update the negotiations. Later that day, he interviewed candidate Lena Sclove for consideration of the position formerly held by Nadya Stevens.

August 5, 2016, August 19, 2016, August 25, 2016 and August 26, 2016 — Chaired conference calls with CWA DFOC regarding various grants.

August 31, 2016 — Chaired the CWA Local 1180 monthly Executive Board meeting.

President Cheliotas distributed and discussed the meeting agenda.

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:

June 23, 2016 — Attended a meeting with Dr. Raju of H+H with other unions that represent employees at Coney Island Hospital. Dr. Raju discussed that the Blood Laboratory has 90 days to meet NYS Health Department Code. If Coney Island Hospital fails inspection, it will lose its accreditation. Requesting unions reach out to their members to follow Standard Operating Procedures (SOPs). Northwell will take over training of staff.

July 5, 2016 — Attended an emergency meeting at Coney Island Hospital with Staff Representative Olivia Lyde to discuss the failure of Coney Island Hospital to pass the state inspection and Northwell takeover of the Blood Laboratory.

July 14, 2016 — Met with Kevin Lynch and the management of Books and Rattles to discuss outstanding union issues concerning CWA Local 1180 members.

July 18, 2016 — Attended the District 1 Leadership Conference.

July 22, 2016 — Met with the NYC Department of Sanitation Commissioner Kathryn Garcia for a meet and greet accompanied by President Arthur Cheliotas, Second Vice President Gerald Brown, and Staff Representative Robin Blair-Batte.

August 4, 2016 — Attended a meeting with other union officials, H+H leadership and NYC Labor Relations to discuss the \$700,000,000 debt and how to close the gap.

August 9, 2016 — Attended a meeting with Staff Representative Olivia Lyde and the management of Planned Parenthood regarding issues concerning our members. PPNYC had terminated a member who is pregnant and CWA Local 1180 was able to get the member's job back.

August 11, 2016 — Attended an H+H advocacy meeting at Governor's Room, City Hall.

August 12, 2016 — Attended an H+H data collection meeting.

August 15, 2016 — Attended a meeting with Kevin Lynch regarding contract negotiation with the Unified Court System. Later that day, attended an H+H advocacy meeting.

August 20, 2016 — Attended the CWA Minority Caucus Meeting.

August 21, 2016 — Attended the CWA Human Rights and Equity Conference.

First Vice President Gina Strickland reported the following Staff Representative activity for the months of June and July 2016:

Activity	June
Command Disciplines	1
Counseling/Warning Sessions	5
G.O. 15 NYPD	1
Hearing Preparations	7
Hearings	12
Investigative Hearings	7
Labor Management Meetings	3
OATH	2
Off-Site Member Meetings	5
Supervisory Conferences	10
Site Member Meetings	19
Appointments	8
Telephone calls received	631

Activity	July
Agency Walk-Through	1
Command Disciplines	1
Counseling/Warning Sessions	1
G.O. 15 NYPD	5
Hearing Preparations	2
Hearings	10
Investigative Hearings	6
Labor Management Meetings	2
OATH	6
Off-Site Member Meetings	1
Supervisory Conferences	1
Site Member Meetings	16
Walk-Ins	7
Appointments	3
Telephone calls received	685

Site Meetings for June 2016

H+H Henry J. Carter
1752 Park Avenue, Manhattan

H+H Gouverneur
227 Madison Street, Manhattan

HRA SNAP 15/61
250 Livingston Street, Brooklyn

HRA SNAP 26 and Dekalb Center
500 Dekalb Avenue, Brooklyn

Brooklyn District Attorney's Office
350 Jay Street, Brooklyn

NYC Department of Consumer Affairs
42 Broadway, Manhattan

HRA/MICSA
530 W. 135th Street, Manhattan

HRA/MICSA
215 Bay Street, Staten Island

HRA/OCSE
150 Greenwich Street, Manhattan

HRA SNAP 54
165-08 88th Avenue, Queens

H+H Metro Plus
160 Water Street, Manhattan

NYC Pension Fund
233 Broadway, Manhattan

HRA/HASA
88 3rd Avenue, Brooklyn

HRA/HASA
530 W. 135th Street, Manhattan

HRA F-99
201 Bay Street, Staten Island

HRA F-54
165-08 Jamaica Avenue, Queens

NYC Administration for Children's Services
220 E. 161st Street, Bronx

NYC Administration for Children's Services
90-25 161st Street, Bronx

NYC Transit Authority (NYCTA)
2 Broadway, Manhattan

Site Meetings for July 2016

NYC Taxi & Limousine Commission
33 Beaver Street, Manhattan

H+H Coler Nursing Facility
900 Main Street, Roosevelt Island

NYC School Construction Authority
30-30 Thomson Avenue, Queens

HRA SNAP 20
275 Bergen Street, Brooklyn

NYC Department of Education
131 Livingston Street, Brooklyn

NYC Department of Education
5619 Flatlands Avenue, Brooklyn

HRA SNAP 22
2865 W. 8th Street, Brooklyn

HRA/EBT
109 E. 16th Street, Manhattan

NYC Department of Sanitation
Floyd Bennett Field Marine Park, Brooklyn

NYC Department of Corrections
75-20 Astoria Blvd., Queens

H+H Jacobi Hospital
1400 Pelham Parkway, Bronx

H+H Coney Island Hospital
2601 Ocean Parkway, Brooklyn

H+H Cook Shill Hospital
599 Kingston Avenue, Brooklyn

H+H Metropolitan Hospital
1901 1st Avenue, Manhattan

H+H Lincoln Hospital
234 149th Street, Bronx

H+H Woodhull Hospital
760 Broadway, 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:

Earlier tonight, the Executive Board interviewed Assemblywoman Pamela Harris for re-election to the 46th Assembly District in the NYS Legislature. Following a discussion, a motion was duly made, seconded and carried to endorse Pamela Harris. Assemblywoman Harris' district is in Brooklyn, New York, and covers the Coney Island and Bay Ridge areas.

The Political Action Committee interviewed candidates Clyde Vanel and Bryan Block for the 33rd NYS Assembly District in Cambria Heights, New York. After a thorough review of the candidates, the committee recommended the endorsement of Clyde Vanel. A motion by the Board was duly made, seconded and carried to endorse Clyde Vanel. The seat was an open seat vacated by the passing of Assemblywoman Barbara Clarke.

Two additional motions were made for endorsements: A motion was duly made, seconded, and carried for the endorsement of CWA Member Anthony Eramo for the 20th NYS Assembly District in Nassau County. A motion was duly made, seconded, and carried to endorse Diane Savino for the 23rd NYS Senate District. The district covers Staten Island and part of Brooklyn.

A complete list of CWA Local 1180's endorsements for the New York State September 2016

Primary can be found on the Local's website www.cwa1180.org. In addition, an email blast of endorsements will be sent to every member and retiree listed in our email bank.

The Executive Board issued a list of our priority candidates for the Primary. These are candidates with key races considered very tight.

NYS Senate:

James Sanders, 10th District in Queens
Toby Ann Stavisky, 16th District in Queens
Gustavo Rivera, 33rd District in the Bronx
Jamaal Bailey, 36th District in the Bronx/Mount Vernon

Robert Jackson, 31st District in Manhattan

NYS Assembly:

Latrice Walker, 55th District in Brooklyn
Victor Pichardo, 86th District in the Bronx

Vice President Brown attended and participated as a delegate to the August 22, 2016, endorsement meeting of the NYS AFL-CIO. The meeting was held in Midtown Manhattan. Also, in attendance were Executive Board Member Charles Garcia, Dana Holland, Marilyn Gipson, and Zenola Fields.

The Department of Citywide Administrative Services (DCAS) published and established the Promotional List for Administrative Managers (#5516) on August 17, 2016. The list was certified to the agencies and is ready for immediate use. DCAS published the Open Competitive List for Administrative Managers (#5010) on the same date. However, the Open Competitive list is only in published status. At this time it is not available for use. It will become available for use when it is established.

The Administrative Manager Promotional list (#6529) that was established on July 29, 2009, expired on August 17, 2016. The list had a life of seven years and 19 days.

DCAS announced that filing will re-open for the Promotional and Open Competitive exams for the CWA Local 1180 title of Computer Associate Technical Support. The filing period will be September 7-27, 2016. The format for the exams have changed since the original filing in December 2015. The exams will be offered as an Education and Experience (E and E) exam.

CWA Local 1180 based Work Place Literacy Courses and Seminars for the upcoming Academic year September 2016-June 2017 are open for registration. Please direct your attention to our website at www.cwa1180.org for additional information concerning registration.

CWA Local 1180 members are currently registering for courses and degree programs being sponsored through the Murphy Institute. Please refer to our website www.cwa1180.org for additional information if you are interested in the program.

Plans are underway for the Annual AFL-CIO Labor Day Parade on September 10, 2016. CWA members will assemble at East 45th Street and Madison Avenue in New York City. The march will go up 5th Avenue to 68th Street. CWA will step off at 11:00 a.m. This year the event should be very festive for CWA as we will have a Panamanian Marching Band marching with us up 5th Avenue. The entire membership and retirees are invited to join us on September 10, 2016.

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 June and July 2016, as well as the Check Register. She advised that the T.D. checking account has a balance of \$1,118,159.81 as of C.O.B. August 31, 2016.

CWA Local 1180 obtained 68 new members since the last report from the Secretary-Treasurer.

Ms. Middleton attended Political Legislative Conference from June 13, 2016 through June 15, 2016 in Washington D.C.

Secretary-Treasurer Middleton advised she is working with the National CWA on an ad-hoc Committee to implement a new dues structure.

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

Member-at-Large, Robin Blair-Batte, announced that CWA Local 1180 will march in the 2016 African American Day Parade on September 18, 2016. Members will assemble at 12:00 p.m. at 112th Street and Adam Clayton Powell Blvd. Fifty members have RSVP'd to date. New t-shirts have been ordered honoring Black Lives Matter.

Member-at-Large Venus Colon-Williams reported the Labor Council for Latin American Advancement's (LCLAA) 21st National Membership Convention focused around issues that Latino working families are facing. Discussions revolved around how Hispanics are under attack and being unregistered in order to stop them from voting.

Member-at-Large Hazel O. Worley advised that the CWA Local 1180 Annual Picnic is sold out. Twenty-four buses have been ordered, 12 leaving from Brooklyn, three from Harlem, five from the Bronx, and four from Queens. There are 1,498 registered adults and 368 children totaling participants to date 1,866. She will give a final tally of participants at the next Executive Board meeting.

Member-at-Large Lenora Smith announced that the DEP/QWL will host their 2016 Holiday Party at Russo's on the Bay on December 21, 2016.

Member-at-Large Hilary Bloomfield announced that she will be honored during the NAACP Dinner on Friday September 30, 2016. The Coalition of Black Trade Unionists (CBTU) will hold its 2016 Awards Dinner on October 14, 2016.

The next Executive Board Meeting is scheduled for September 21, 2016.

Motion was duly made, seconded, and carried to adjourn at 9:00 p.m.

Respectfully submitted,

Lourdes Acevedo

Recording Secretary

September 21, 2016

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

Officers

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

Members-at-Large

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

Absent: Hilary Bloomfield

Minutes of the August 31, 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:

September 1, 2016 — Met with Trustees regarding dental plans. That afternoon, met with the Trustees regarding the development of 6 Harrison Street.

September 2, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC), authorizing two grants.

September 3, 2016 — Attended the CWA Local 1180 Annual Picnic.

September 6, 2016 — Met with New York City Council Member Rory I. Lancman, of the 24th District in Queens to discuss possible legislation regarding the importance of transparency of EEO Data supplied by the City of New York. That afternoon, he chaired the CWA Local 1180 weekly staff meeting. Later that day, he chaired a conference call with Joseph Garga and Greg Mantsios regarding converting the Murphy Institute to the CUNY School of Labor.

September 8, 2016 — President Cheliotos attended a follow-up meeting with the New

York City Department of Citywide Administrative Services (DCAS) accompanied by First Vice President Strickland, Second Vice President Gerald Brown and Secretary Treasurer Gloria Middleton to discuss CWA Local 1180 members experience with the Administrative Manager exam of June 13, 2015. That afternoon, he held a radio interview with Bill Samuels and Morgan Pahme. Later that day, he met with CWA Local 1180 Counsel Neil Lipton and Jerry Atkins regarding outstanding issues. That evening, he attended a Pre-Labor Day Parade reception.

September 9, 2016 — Met with Harry Wilson, a leading proponent of holding a state constitutional convention. Later that morning, he attended a press conference for Robert Jackson, New York State Senate candidate. That afternoon, he held a conference call with the DFOC.

September 10, 2016 — Marched twice in the 2016 Labor Day Parade up 5th Avenue. He first marched with the New York City Central Labor Council (NYCCLC), and then he marched with CWA Local 1180 members.

September 12, 2016 — Met with CWA District 1 Vice President Dennis G. Trainor to discuss Administrative Manager issues. That afternoon, he attended a meeting at the Correctional Health Services and Kronos accompanied by First Vice-President Strickland regarding the H+H transformation and how it will affect CWA Local 1180 members.

September 13, 2016 — Met with Commissioner Robert Linn and Renee Champion, both from the Office of Labor Relations; Kenneth Godiner, Office of Management and Budget; and Dennis Trainor, CWA District One Vice President; Robert Master, Assistant to the Vice President, to discuss what needs to be done in order to settle the outstanding Administrative Manager issues. That afternoon, he chaired the weekly staff meeting.

September 15, 2016 — Attended the Municipal Labor Committee General Membership meeting with the city. That afternoon, he attended the NYC Council Civil Service and Labor Committee Hearing on the State of Labor Report. That evening, he attended the New York City CLC delegates meeting.

September 16, 2016 — Held a Condo Board Meeting for 6 Harrison Street, to go over various issues and improvements that are needed to be made. Later that afternoon, he held a conference call with the DFOC and two grants were authorized.

September 17, 2016 — Attended his Jamaica H.S. Class Reunion. This was the 50th Anniversary of his graduation.

September 18, 2016 — Worked on response to Commissioner Linn's proposal in reference to the Administrative Manager issues.

September 20, 2016 — Attended a CLC "House of Labor"/Stakeholders meeting. Moving forward with the House of Labor which will benefit all of the locals involved through shared costs. Later that day, President Cheliotos met with CWA Local 1180 Attorney Yetta G. Kurland, First Vice President Gina Strickland, Second Vice President Gerald Brown, Secretary Treasurer Gloria Middleton and Recording Secretary Lourdes Acevedo to discuss the Arbitrator's Award for Administrative Managers and what are the next steps into resolving the EEO issue. That afternoon, he chaired the weekly staff meeting. Later that afternoon, he met with the Shop Stewards of Local 153 in order to discuss a possible Pension Reorganization Plan. That evening, he chaired the HANAC Board Meeting.

September 21, 2016 — President Cheliotos attended the MLC Election where he was re-elected. That afternoon, he met with Nadya Stevens. Later that afternoon, he met with Jonathan Westin, Executive Director for the New York Committee for Change (NYCC) regarding the \$15.00 per hour advocacy. That evening, he chaired the CWA Local 1180 monthly Executive Board meeting.

President Cheliotos distributed and discussed the status report dated August 1, 2016 from

Mirkin & Gordon, PC. He presented the NYC H+H Labor Transformation Subcommittee Plan as of September 19, 2016. He also presented the Policy Research Group Quarterly Reports on the Contract Expirations and Update on the New York City Economy. Lastly, he submitted Emblem Health VIP Medicare Advantage Program benefits which reflect the benefit changes effective January 1, 2017.

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:

September 9, 2016 — Attended a HRA/DHS merger labor management meeting with Staff Representative Robin Blair-Batte, Shop Steward Norma Lynch, and other unions. Steven Banks, Commissioner of the Department of Homeless Services and the Human Resources Administration has created a third agency, the Department of Social Service (DSS). The merger will be effective January 2017.

September 13, 2016 — Attended a meeting with Kevin Lynch regarding contract negotiation with the Unified Court System. Discussed were the changes in the amounts members have to pay in their health insurance. They plan to file a lawsuit. Several other unions have dropped out.

September 15, 2016 — Attended the CLC meeting.

September 18, 2016 — Marched in 2016 African American Day Parade with 1180 members. Coordinator was Staff Representative Robin Blair-Batte. Kudos to Sonja Fulcher for the new design for our tee-shirts for the parade that was a great hit amongst the participants and spectators.

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

Activity	August
Agency Walk-through	1
Counseling/Warning Sessions	1
EEO Investigation/Interview	3
G.O. 15 NYPD	7
Hearing Preparations	7
Hearings	12
Investigative Hearings	2
Labor Management Meetings	6
OATH	3
Off-Site Member Meetings	1
Supervisory Conferences	2
Site Member Meetings	15
Walk-Ins	3
Appointments	9
Telephone calls received	404

Site Meetings for August 2016

Human Resources Administration (HRA) EBT
227 Schermerhorn Street, Brooklyn

HRA Various Divisions
4 World Trade Center, Manhattan

New York City Housing Authority (NYCHA)
90 Church Street, Manhattan

H+H Susan McKinney
594 Albany Avenue, Brooklyn

HRA MIS Part 1
15 Metrotech, Brooklyn

HRA MIS Part 2
15 Metrotech, Brooklyn

NYC Department of Education (DOE)
65 Court Street, Brooklyn

HRA
4 World Trade Center, Manhattan

HRA F-43/F-53
32-20 Northern Blvd., Queens

HRA F-79
219 Beach 59th Street, Queens

NYC Comptroller's Office
1 Centre Street, Manhattan

NYC Parks and Recreation/ Arsenal West
24 W. 61st Street, Manhattan

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

NYC Department of Aging
2 Lafayette Street, Manhattan

NYC Dept. of Health and Mental Hygiene
1309 Fulton Street, Brooklyn

NYC Planned Parenthood
26 Bleeker 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:

The New York City Central Labor Council's Annual Parade up 5th Avenue, NYC was a huge success. A record number of CWA Local 1180 members and their family marched with the CWA delegation. This year CWA was joined by a Panamanian Marching band from Brooklyn. The addition made the event very festive bringing excitement to the marchers and spectators. We marched up 5th Avenue from 45th Street to 72nd Street.

Mobilizing efforts were in full force during the week leading to the September 13th New York State Primary. We were able to solicit 50 members to help get our endorsed candidates elected.

Big winners in projected tight races for CWA Local 1180 Endorsed Candidates in the 2016 NYS Primary Election.

NYS Senate:

James Sanders, Jr., 10th District in Queens
Toby Ann Stavisky, 16th District in Queens
Roxanne Persaud, 19th District in Brooklyn
Velmanette Montgomery, 25th District in Brooklyn

Gustavo Rivera, 33rd District in the Bronx
Jamaal T. Bailey, 36th District in the Bronx
Mount Vernon

New York State Assembly:

Anthony Eramo, 20th District in Nassau County

Alicia L. Hyndman, 29th District in Queens
Clyde Vanel, 33rd District in Queens
Pamela Harris, 46th District in Brooklyn
Latrice Monique Walker, 55th District in Brooklyn
Tremaine Wright, 56th District in Brooklyn
Jaime R. Williams, 59th District in Brooklyn
Jose Rivera, 78th District in the Bronx
Victor M. Pichardo, 86th District in the Bronx

New York City Council – Special Election:
Rafael Salamanca, 17th District in the Bronx

A motion was duly made, seconded and carried to endorse Hillary Clinton for President of the United States.

A motion was duly made, seconded and carried to endorse Charles "Chuck" Schumer for the United States Senate from New York.

Vice President Brown advised that he is currently proofreading the draft of the Fall issue of the Communique. The issue should be in the mail to the membership October 3, 2016.

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 August 2016, as well as the Check Register. She advised that the T.D. checking account has a balance of \$1,748,547.82 as of C.O.B. September 20, 2016.

CWA Local 1180 obtained 55 new members since the last report from the Secretary Treasurer.

Middleton presented and reviewed the CWA Local 1180 budget which covers October 1, 2015 through September 30, 2016. We were well within the budget. Middleton announced that the Local 1180 Manhattan Borough Coordinating Committee met September 20, 2016. The agenda covered the upcoming General Election. We are waiting on the National CWA and the AFL-CIO endorsements. Lastly, she

announced labor activist Nate Franco will be hosting the Black Lives Matter presentation on Tuesday September 27, 2016, at Harlem Hospital. SEIU 1199 is on board with the movement. The presentation will focus on how labor can get involved and help change the systemic problem that exists.

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

Member-at-Large Hazel O. Worley advised that the CWA Local 1180 Annual Picnic went well. There were 1,500 Adults and 363 children totaling 1,863.

Member-at-Large Robin Blair-Batte announced that CWA Local 1180's participation in the 2016 African American Day Parade on September 18, 2016 was a success. One hundred members and their families participated. The new t-shirts honoring Black Lives Matter were a huge success.

Member-at-Large Venus Colon-Williams reported on the Back to School Back Pack Drive. Our members donated a total of 18 school bags and school supplies. The donated bags were presented to the Women in Need Foundation. Thank you to all of the members that participated in this drive. Somos El Futuro Fall Conference is scheduled for Wednesday, November 9, 2016 through Sunday November 13, 2016. She requested that we send the following delegation to the conference: Venus Williams, Lourdes Acevedo, Lisa Lloyd, Debra Paylor and two Committee Members. Motion was duly made, seconded and carried approving the delegation.

Williams also announced that the Hispanic Committee will sponsor the CWA Local 1180 2016 Hispanic Heritage Month Celebration on Saturday, October 15, 2016, at the Borough of Manhattan Community College at 199 Chambers Street, at the Richard Harris Terrace. Complete details can be found on the website www.cwa1180.org. Lastly, Williams announced that Bronx Community Board 9 honored her and selected her as chair of the Youth Committee.

Member-at-Large Lenora Smith announced that the DEP/QWL 2016 Holiday Party preparations at Russo's on the Bay which is set for December 21, 2016 is going well.

Member-at-Large Denise Gilliam announced that Board Member Hilary Bloomfield asked to be excused from tonight's Executive Board Meeting due to her participation at the Bronx Democratic County Committee Meeting. She also announced that the preparations for the 2016 CWA Local 1180 Health Fair, which is scheduled for Saturday, October 8, 2016, are complete. Various staff from the Disability Committee will join the Health Fair. Lastly, she announced that the Coalition of Black Trade Unionists (CBTU) needs more CWA Local 1180 members' participation.

Member-at-Large Charles Garcia announced that he attended the future 911 Health Convention Conference at the Teachers Union in New York City. The September 11th Victim Compensation Fund has been reauthorized for five years. Individuals can submit claims until the new deadline of December 20, 2020. Individuals who have been diagnosed with a 9/11 related illness should check on the WTC Health Program website at www.cdc.gov/wtc. He also announced that members can enroll to the Eviction Compensation Fund by calling 888.982.4748.

The next Executive Board Meeting is scheduled for October 13, 2016.

Motion was duly made, seconded, and carried to adjourn at 9:00 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

ABOUT OUR MEMBERS



Lourdes Acevedo, Local 1180 Recording Secretary, attended the NYPD QWL Employee Retirement Ceremony on October 25 and congratulated PAA Diane Buscetta, who retired with 31 years of service (left photo). On October 27, Daniel Cunningham (PAA) was awarded at the DEP Employee Recognition Ceremony for 35 years of service (center photo). Donna Husher (PAA), seated center, was honored for 30 years of service at the DCAS Employee Recognition Ceremony (right photo). ■

- Condolences to Executive Board Member Charles Garcia on the death of his brother Bernardo Acosta on October 7. ■
- Condolences to Ann M. Proglar (PAA III DEP Division of Human Resources) on the death of her brother Joseph Proglar (Battalion Chief, NYC Fire Department), on July 23, 2016. He was 86 years old. ■
- Congratulations to the following Local 1180 members who were honored at the DCAS Employee Recognition Ceremony on October 26: Solanny Cueto, Gelena Khanukaev, Siu Cheng, John Ferree, Inez Figueroa, Cleotha Anderson, William Campos, Migdalia Santos, Gloria Skinner, Simone Smith, Loretta Jenrette-Marte, Janae Miller, Pamela Pressley Milton, Anita Lew, Toni Wright, Donna Husher, Pauline Danvers, Sheryl O'Neal, Angeline Johnson, Jasmine Bent, Anthony Watts, and Chloris Hicks. ■
- Congratulations to Antoinette Vincent (PAA) and Laura Williams (PAA) who were both honored at the NYC Employees' Retirement System Employee Recognition on October 27. ■
- Local 1180 informs its members of the death of Rosemarie Evans, Elmhurst Hospital retiree and a former Local 1180 Shop Steward. Evans passed away on October 18, 2016. ■

IN MEMORIAM

NAME	AGENCY	DECEASED
Marjorie Armstrong	Dept. of Social Services	10/7/2016
Doris Castro	Elmhurst Hospital Center	8/4/2016
Carla Cornick	Administration for Children Services	10/30/2016
Elizabeth Drummond	Lincoln Medical & Mental Health Center	11/9/2016
Angelina Fagan	Dept. of Social Services	10/6/2016
Robert Gilliam	Parks & Recreation	10/31/2016
Patricia Jack	Department of Education	9/10/2016
Barbara Jackson	Department of Education	8/22/2016
Christine Kirksay	Dept. of Homeless Services	10/17/2016
Cheryl Lawson	Dept. of Business Service	11/21/2016
Evelyn Lerner	Housing Preservation & Development	11/11/2016
Amelia Lore	Dept. of Health & Mental Hygiene	8/12/2016
Ann Meyers	Dept. of Health & Mental Hygiene	8/2/2016
Jeffrey Panish	Finance Administration	10/10/2016
Lynn Schulman	Housing Preservation & Development	8/23/2016
Malini Strickland	Dept. of Environmental Protection	9/23/2016
Jane Tull	Dept. of Social Services	10/14/2016



11 80 Says Good-Bye to Voice of the Union

"I have lived for those I love, whose hearts I know were true. I leave bright hopes behind me and all the good that I could do."

No better words could be used to describe the woman behind the voice that members heard when they called Local 1180 for more than 20 years. On November 15, 2016, Local 1180 lost a dear friend with the passing of Janice Marie Mohed.

"She was a wonderful lady who brought sunshine to our office with her wonderful personality and beautiful smile," said 1180 President Arthur Cheliotos.

Mohed was born on May 19, 1945, in Virginia. She was an only child and was just an infant when her family moved to New York City. Janice was educated in the public school system, attending Harriet Beecher Stowe JHS 136 and Seward Park High School, where she graduated in 1963. Janice met and made friends who became her sisters for life and remained with her throughout her journey.

After graduating from high school, Janice held several administrative positions, including the one with Local 1180, until the onset of her illness. During her earlier years, Janice met and married Edward Franz Adkinson. They had one child. In 1980, she met Azeez Mohed. Together they had two children.

Janice was the embodiment of love, loyalty, and support. Her family and friends meant the world to her. She was a very happy, humorous, and outgoing person who lived life to its fullest and embraced everyone she met along the way.

Janice left behind her husband Azeez; two daughters, Tisa Adiya Adkinson and Akilah Kastury Mohed; one son, Harb Abdul Mohed; and one granddaughter, Alana Mohed-Grant. ■

ARTHUR CHELIOTES President

Was the People's Voice Really Heard?

Continued from page 5

up country, you don't. The majority of your fellow Americans wanted Hillary, not Trump.

The only reason he's president is because of an arcane, insane 18th Century idea called the Electoral College. Until we change that, we'll continue to have presidents we didn't elect and didn't want. We live in a country where a majority of its citizens have said they believe there's climate change, they believe in racial equality and that women should be paid the same as men, they want a debt-free college education, they don't want us invading countries, they want an increase in the minimum wage, and they want a single-payer true universal health care system. None of that has changed. We live in a country where the majority agrees with the "liberal" position. We just lack the liberal leadership to make that happen.

Let's try to get this all done before President Obama leaves office.

One personal note: I am the proud grandfather of Leonidas who started kindergarten this year. He has been taught that being a bully, hitting, and screaming are not nice. He has been taught to be caring and kind to others and share what he has. That he should not be selfish and mean. I have great concerns for his future given the direction of our nation following this election. We are stewards of this nation and this earth for the generations that will follow. We have a duty to make sure that it will not be a meaner, less caring place where greedy bullies rule and hate prevails. I am committed to fight for Leonidas and the generations to come because that is our purpose in life. I look forward to standing shoulder to shoulder with you as our struggle continues. ■

COMMUNIQUE

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On December 9, 2016, the Retiree Division of CWA Local 1180 recognized its 20th Anniversary with a gala celebration at the New York Marriott at Brooklyn Bridge. Three hundred and ninety-four retired members, trustees, staff, and agency representatives showed the world what it meant to be a retiree of CWA Local 1180 with expressions of joy, vitality and solidarity.

Guests poured into the lush and luxurious Marriott in downtown Brooklyn and were greeted with the smiles of friends and co-workers they had not seen for years. Security Benefits Office staff gave each retiree a commemorative CWA Local 1180 Retiree Division pin inlaid in gold filigree and then escorted them to their tables in the Grand Ballroom that was dressed in white linens with blue, gold and white floral centerpieces made by retirees during the course of the past 12 weeks in special crafting workshops at the Division. The retiree whose birthday was closest to December 9 "won" the centerpiece, and each attendee received a holiday gift bag.

The extensive buffet was complete with carving stations and a dish for every palate. Dessert did not disappoint either with cakes, cookies, pies, and decorated pastries. Following lunch, Second Vice President Gerald Brown served as Master of Ceremonies and guests listened to presentations from President Arthur Cheliotos, Secretary-Treasurer Gloria Middleton, First Vice President Gina Strickland, and Retiree Division Program Director Suzanne E. Beatty, LMSW. A special sing-a-long to the tune of "My Favorite Things" highlighted retiree activities. After this, retirees danced the afternoon away, doing all of the "slide" dances.

By Suzanne E. Beatty
Retiree Division Program Director

RETIREES CELEBRATE 20 YEARS



A video presentation of events and retirees from the past 20 years showed retirees participating in hundreds of events and taking advantage of the benefits that retirees are privileged to have. The Retiree Division was created to provide a program for those who have retired from work, but never from the Union. When the decision was made by the Trustees more than 20 years ago to establish this Division, a plan was developed for a program that addressed the needs for meaningful engagement throughout the years after work. The motto of "We Do it All" truly encapsulates what happens in the Division. The multitude of activities, events, classes, trips, luncheons, benefit seminars, and so much more has led to new retirees repeatedly saying "this is the best kept secret in the union!" ■