

COMMUNIQUE



Local 1180

Has **Much**

to **Bragg** About

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First Citywide Election with Ranked-Choice Voting

LOCAL 1180 Has Much to Bragg About

By Marci Rosenblum, Communications Director

Local 1180 had much to celebrate as Alvin Leonard Bragg Jr. was officially proclaimed the winner in the June 22 primary race for Manhattan District Attorney. Out of all the endorsements Bragg received from organized labor, Local 1180 was one of the first.

"We had candidate screenings for citywide and boroughwide races, including that for Manhattan District Attorney. After vetting all the candidates and hearing their positions on issues of importance to our union and membership, we knew that Alvin Bragg was the right candidate to support from a very crowded field," said Second Vice President Gerald Brown.

Although Bragg still has to run in the November General Election against Republican challenger Thomas Keniff, he most likely will be the one to succeed current Manhattan District Attorney Cyrus Vance whose term expires at the end of the year. Bragg would be the first African-American to hold the highly prestigious and coveted spot of the head of the busiest prosecutor's office in the United States.

That milestone moment, however, would come on the heels of another — the June primary was the first high profile election to utilize Ranked-Choice Voting.

New York City voters were able to rank up to five candidates, from first to last, on their ballot. If one candidate was the first choice of a majority of voters — more than 50% — that person won the race outright, just like in a traditional election. If nobody hit that 50% mark, which was the case in several races, ranked choice kicked in.

While voters were aware that results most likely would not come on Election night, no

"Before I was 21, I had a gun pointed at me six times, three by NYPD officers during unconstitutional stops." Bragg credited those experiences as the reason he became an attorney.

one was prepared for the announcement from the New York City Board of Elections that it had released incorrect preliminary results on election night. The BOE failed to remove 135,000 test ballots from the election management system before starting to count the actual votes from Election Day.

"This definitely left results of the mayoral race up in the air, and with Ranked Choice

Voting, initial results were more important than ever," Brown said.

He pointed out that this is not the first time the Board of Elections has had problems. Ahead of the 2016 election, it mistakenly purged tens of thousands of voters from voting rolls. In 2018, voters had to wait in line for several hours at some polling places because of equipment issues; and in 2020, the BOE struggled to process applications for absentee ballots and initially sent many voters ballots with return envelopes printed with incorrect names on them.

All of that chaos not only impacted the race for mayor, it did the same for the Manhattan DA contest. Ranked-Choice Voting, however, did not apply to the latter, as District Attorney positions are not citywide; it falls under state guidelines. What left the race in the air was the thousands of absentee ballots that were not counted until six days after Election Day. As voting came to a close on June 22, Bragg was up by 7,265 votes or 34% of the vote, ahead of top opponent Farhadian Weinstein who finished with 31%.

If Bragg wins in November, he will take over the second-largest district attorney's office in the country, a position occupied by only two people, Vance and the late Robert Morgenthau, since 1975. He will oversee some of the country's highest-profile cases, including the investigation into the Trump Organization, the outcome of which would be a history-making first — whether to charge the former president with a crime.



Alvin Bragg stopped by Local 1180 President Gloria Middleton's (fifth from left) family BBQ to say "thank you" for all the support in helping him win the primary.

Bragg is from Central Harlem and along with his wife Jamila, is raising his two children there. He has spent the better part of two decades in the courtroom, standing up to the powerful and fighting to get justice. Most recently, Bragg served as the Chief Deputy Attorney General in New York State where he oversaw some of the office's biggest cases, including suing Harvey Weinstein and his company for the existence of a hostile work environment; challenging the Trump administration over the census for its inclusion of a citizenship question, and bringing significant criminal charges in bribery, securities fraud, and Medicaid fraud matters.

That is all just the tip of the iceberg of Bragg's long career list.

He previously served as Executive Deputy Attorney General for Social Justice and organized and served as the first Chief of a special unit that investigated police-involved killings. He won significant settlement agreements in matters concerning discriminatory redlining, tenant harassment, wage and hour violations, unlawful discrimination by employers based on applicants' criminal history records, and unlawful business practices by health insurance companies.

Before that, Bragg was as an Assistant U.S. Attorney in the Criminal Division of the U.S. Attorney's Office for the Southern District of New York, successfully prosecuting corrupt politicians, and obtaining trial verdicts convicting the owner of a multi-million dollar business for laundering millions of dollars for an international drug cartel, a lawyer for mortgage fraud involving millions of dollars of losses to financial institutions, an FBI agent for making false statements, and individuals blocking a reproductive health facility in violation of the Freedom of Access to Clinic Entrances Act.

"All of his accomplishments are the reason we knew from the start that Alvin Bragg was going to be our candidate, and we were proud to be one of the first to endorse him," Brown said.

In a statement released by Bragg, he said he is committed to ending racial disparities and mass incarceration, and campaigned not to prosecute low level crimes, something his challenger in November said he disagrees with.

According to published data from City Hall, 944,197 votes were cast in the primary election, with more than 90,000 absentee ballots. ■



GLORIA MIDDLETON

President

How One COVID Vaccine Divided the Country

It's been a year and a half since our world first changed with the onset of COVID-19. While everyone, including me, is sick of hearing about and talking about the virus that has taken over our lives, it has unfortunately become a frustrating part of our everyday lives.

As one of the longest winters in history finally turned to spring, which flowed into summer, it seemed as if we were going to get some relief. Enough Americans had received the COVID vaccine that restrictions were being lifted, restaurants were beginning to open, businesses were starting to return to normal, and some workers were returning to the office.

While it looked like the pandemic was starting to wind down, the coronavirus is still circulating widely in every community across the country, with the numbers now escalating to the point of mask mandates returning. If the number of Americans getting vaccinated doesn't increase, we could find ourselves right back where we were a year ago and I don't know anyone who wants that.

“Personally I am in favor of everyone getting vaccinated to protect their own health and the health of their families, friends, and coworkers. As president of this union, I’m also in favor of everyone getting vaccinated in order to protect the health and well-being of our nearly 9,000 members.”

It's simple folks. Unless more people get vaccinated, we may never reach herd immunity. As it is, we already have the Delta variant to deal with. While anti-vaxers have their own personal reasons for opting out, it's so important to at least base your decision not to get vaccinated on facts, and not someone else's opinions.

According to the U.S. Centers for Disease Control and Prevention, less than 60% of the population has been fully vaccinated so far, with more than 97% of people now entering the hospital with COVID-19 not vaccinated.

I understand that getting a COVID-19 vaccine is a personal choice, with many not wanting to get vaccinated as myths and misunderstandings spread like wildfire thanks to social media posts that are crippling us. Some of the conspiracy theories I've seen out there are obnoxious, obtrusive, and just plain ridiculous.

The longer people stay unvaccinated, the more chance a virus has to mutate, and if those mutations are significant enough, they could lead to more worrisome strains that might evade vaccines altogether.

I have received so many phone calls and emails from members on both sides of the vaccine aisle expressing their outrage for vaccine mandates or their anger against those unwilling to get vaccinated. As I've said many times, personally I am in favor of everyone getting vaccinated to protect their own health and the health of their families, friends, and coworkers. As president of this union, I'm also in favor of everyone getting vaccinated in order to protect the health and well-being of our nearly 9,000 members.

I know everyone has a strong opinion on the topic. Believe me when I say I've heard them all. But I'm sticking with facts and science because it's the best I can do. I've done my research and I'm learning more and more each day. I've also seen what happens to people who are not vaccinated.

If you are not vaccinated, then you are still just as vulnerable to the disease as ever. All vaccines authorized in the United States are nearly 100% effective against death and hospitalization. Yes, there was an issue with the Johnson & Johnson vaccine, but even that impacted so few compared to the devastation and death caused by COVID itself.

The pandemic has disrupted everyone's lives in one way or another. The risk of getting COVID and possibly dying is far greater than the risks associated with the vaccine. Those who refuse to get vaccinated are counting on others to get vaccinated in order to keep the virus at bay. In other words, those who refuse to get the vaccine are relying on others to do the job for them. Let's be clear. I am not judging your decision to be vaccinated or not. What I am saying is make your decision on your discussion with your doctor, not on social media's non-facts or the "fake news".

We are now at the point that governments, including New York City, are mandating that employees either get vaccinated — and show proof of such — or take weekly COVID tests — and show proof of negative results. Unvaccinated members are up in arms and calling the union.

While it's a member's choice to get vaccinated, it's an employer's choice whether to require the vaccine as a condition of employment. After all, your vaccination can keep others safe. The City has the right to make policies

it believes are in the best interest of the entire workforce and all residents. While we as a union are here to protect your rights as listed in our contract, we can only go so far with that as this is a pandemic and a health crisis. What we can negotiate with the City, like time off for testing, we are negotiating, but vaccinations are the primary way to put this whole pandemic behind us.

Why isn't everyone getting vaccinated? There are a variety of reasons: lack of access to vaccines, a refusal to see COVID-19 as a threat, concern about the vaccines' side effects, little trust in the vaccines or the institutions behind them, a belief in at least one of several different conspiracy theories, and not wanting to be told what to do. There are also religious beliefs and health issues that are included in reasons why people do not get vaccinated.

However, the more people who choose vaccination, the safer we all are. As the COVID-19 pandemic continues, getting the vaccine is a powerful step in taking charge of your health. When given as directed, the FDA-authorized vaccines can prevent severe COVID-19 and death.

If you are unvaccinated and get COVID, you could give the virus to someone else who could get severely ill or even die, even if your own symptoms are mild. This is exactly why New York City is mandating vaccinations. Besides, no one wants to go through again what we did last year.

Like the rest of America, I want to get completely out of this pandemic forever. I want to get back to normal. I want to stop wearing a mask. I want to go back to traveling. I want all stores and businesses to reopen. That's my wish, but I know it's out of my hands.

Everyone has an opinion, but at least make sure your opinion is based on fact, not fiction, and definitely not some erroneous social media post. Do your research. Take the time to ask questions and learn all you can about the COVID-19 vaccine from reliable sources so you can make the most informed decision about getting vaccinated. After a year and a half of COVID closures, cancellations, and postponements, I am anxious for normalcy, and I'm not alone.

COVID-19 affects everyone so it's up to everyone to do their part to stop it. Though no one is sure when the pandemic will be over, every person who gets protection from the coronavirus by getting a vaccination helps us move closer to normal life. ■

By Marci Rosenblum, Communications Director

TULSA RACE MASSACRE

100

YEARS LATER

It's been a year of historical moments for Black Americans, first with the conviction of Minneapolis Police Officer Derek Chauvin in the killing of George Floyd, then with President Biden declaring Juneteenth as a national holiday, followed by the 100th anniversary of the Tulsa Race Massacre. While the first two are more well-known because of their recent newsworthiness, a historical moment from a century ago that is not well taught in today's academia deserves its time in the spotlight.

"Black history is such an enormous part of American history, yet it takes a serious back seat in academia," said Local 1180 President Gloria Middleton. "So many Black Americans do not even know about their own history, including the Tulsa Race Massacre, either because they weren't taught about it in schools, or events were just suppressed in order to fit in more with predominantly white America. It's time that the focus of what is taught in our schools is changed."

So just what is the Tulsa Race Massacre and why is it still such an important part of Black American history?

One hundred years ago, a white mob descended on a thriving Black community in North Tulsa, Oklahoma, killing hundreds of people and destroying businesses, homes, and

Martial Law was declared and the National Guard, local law enforcement, and deputized white citizens canvassed Greenwood to disarm, arrest, and move Black people to nearby internment camps, even dragging some out of their homes. In fact, it has been called the "single-most horrific incident of racial terrorism since slavery."

The fraught interactions led to brutal violence that lasted two straight days in what was then known as Black Wall Street, as prior, Greenwood was awash with oil money, and despite the prejudice, was a place of prosperity and possibility.

An estimated 300 people were killed within the area's 35 square blocks, more than 1,200 homes were burned to the ground, and at least 60 businesses, dozens of churches, a school, a hospital and a public library were destroyed as well, according to one report issued by Human Rights Watch. Within a week of the massacre, at least 6,000 of the remaining residents were detained in internment camps. They were issued identification tags, remained at the camps for up to many months, and could not leave without their tags and permission from white supervisors. Black residents never received any financial assistance after the massacre to rebuild despite some filing insurance claims or lawsuits. They were left to rebuild on their own.

After the massacre, the false charges brought against Rowland were dropped and he left town, never to return.

"It's horrifying that this ever took place, and it's more horrifying that our schools rarely include this as part of American history," Middleton said. "In fact, even in Oklahoma where the massacre occurred, it wasn't until 2002 that the Oklahoma public schools were instructed to teach about the Tulsa Race Massacre. Before then, any knowledge of the two-day tragic chapter was either nonexistent or minimal at best."

In 2019, the Tulsa Race Massacre Centennial Commission helped expand academic standards and Oklahoma history classes now are required to teach the destruction of Greenwood and about its emergence as an epicenter of Black wealth.

While slavery prevented Black Americans from accumulating any wealth, the Tulsa Race Massacre prevented well-off Black Americans from passing down their wealth to future generations.



generations of wealth in the predominantly affluent Black Greenwood neighborhood. The terrible events of the May 31 to June 1, 1921, Tulsa Race Massacre began when a 19-year-old, Black teenager, Dick Rowland, entered an elevator in an area office building.

Shortly thereafter, elevator operator Sarah Page, a young, white woman, screamed, and Rowland fled the scene. Police were called and the next morning, they arrested him on trumped up charges of sexual assault against a white female. The sensationalist articles in the local, white-owned newspaper quickly prompted a group of mostly white men to descend on the courthouse to lynch Rowland. When Greenwood residents learned of the impending lynch mob, a group of mostly Black men armed themselves and went to the courthouse to protect Rowland as was customary whenever Black people were on trial.

However, the sheriff told the group to leave and they complied, while the white mob grew to more than 2,000 and Tulsa police did not disperse them. Later that night, the armed Black men returned to protect Rowland and a fight broke out when a white man tried to disarm a Black man, prompting shooting that lasted through the night.

While slavery prevented Black Americans from accumulating any wealth, the Tulsa Race Massacre prevented well-off Black Americans from passing down their wealth to future generations.

"If hundreds of wealthy Black families were not prevented from transferring intergenerational wealth, who knows how different our population would be now," Middleton said. "The tragic effects continue to reverberate until today, with families that should have received reparations for what they lost getting nothing from either the Oklahoma or federal governments despite attempts by many to claim it."

That massive financial loss has created even further loss, damage, and deprivation, with valuable assets and future wealth creation opportunities such as the ability to pay for college educations, buying homes, and starting businesses in predominantly Black communities stunted by historical events.

Black wealth is generally one-tenth of white wealth, in part because of the inability of Black people to accumulate wealth and transfer it intergenerationally. The Tulsa Race Massacre was one large contributor to that systemic issue. ■

NYC COVID-Safe Requirements

Mandate Frequently Asked Questions

Please keep this record card, which includes medical information about the vaccines you have received.

Full Name		First Name			
Date of birth		Patient number			
Vaccine	Product Name/Manufacturer Lot Number	Date		Healthcare Prof. or Clinic Site	
1 st Dose COVID-19		mm	dd	yy	
2 nd Dose COVID-19		mm	dd	yy	
Other		mm	dd	yy	

COVID-19 vaccine syringes and vials are shown below the form.

Local 1180 has been inundated with calls and emails from members ever since the mayor announced his mandate on COVID vaccinations for New York City employees. While employees do have the choice of getting vaccinated or submitting to weekly PCR testing, that's where the choices end.

As of now, citywide unions, including Local 1180, are working together under the auspices of the Municipal Labor Committee to determine what penalties can be imposed on employees unwilling to comply as that falls under the terms of union contracts and must be negotiated. The city does have a right at this time, however, to mandate vaccinations or testing because COVID is a pandemic.

The following Frequently Asked Questions was distributed by the City. We are running those questions we believe are the most important, but we highly recommend members visit the Local 1180 website at www.cwa1180.org to read the FAQ in its entirety. **Please note that this information is subject to change.**

Under the COVID-Safe Requirement, employees must either: **provide one-time verification that they are fully vaccinated;** OR **provide a weekly record of a negative PCR test as evidence that they are in compliance with the mandate.** Any employee who has not provided proof of full vaccination must wear a face covering, regardless of test compliance, unless they have been granted a reasonable accommodation by their agency's EEO office (or office/personnel providing the EEO function).

Which employees are covered by the COVID-Safe Requirement?

By Sept. 13, all full-time and part-time NYC employees who were hired before Aug. 2, 2021, and all Contracted Employees interacting with the public or City employees are covered. All Health+Hospitals employees and most DOHMH clinic-based employees are covered beginning Aug. 2. City employees hired on or after Aug. 2, 2021, refer to Executive Order 75, which requires all new hires to provide proof of having received at least one dose of an approved COVID-19 vaccine prior to beginning employment unless they have a reasonable accommodation. City employees and employees of City contractors working in residential and congregate settings pursuant to a City contract are covered, effective Aug. 16.

Do staff interacting with the public have to wear a face covering, even if fully vaccinated?

Yes, staff interacting with members of the public, including employees, visitors, volunteers and interns of City agencies, City contractors and their subcontractors, must wear a face covering, even if they have submitted proof of full vaccination. Further, a face covering is required for all individuals at all times when present in public transit, homeless shelter, correctional facility, nursing home, or health care setting.

Will there be medical accommodations for the program?

If employees choose not to be vaccinated, they will have to submit evidence of a weekly negative COVID-19 test. If an employee does not want to undergo weekly testing for any reason, they must get fully vaccinated. If there is a medical reason for not complying with these requirements, employees should be referred to the agency EEO office to review and discuss that information.

Which vaccines count?

Only FDA-authorized vaccines are accepted. This includes the Pfizer, Moderna, and Johnson & Johnson vaccines.

If employees get their first dose prior to when they are subject to this requirement, will they be required to provide weekly test results?

Employees covered by the DOHMH Commissioner's Orders related to Staff in Public Health Care Settings or Residential and Congregate Settings must have their first dose by the date specified in those orders. An employee who has received at least one dose of a vaccine that requires two doses will not need to submit the results of weekly testing as long as proof of their second dose is provided within one month. If the employee does not submit proof of having received the second dose by such time, they will be subject to the weekly testing requirement until they do submit that proof.

What counts as proof of vaccination?

Employees may submit, using secure means, proof of vaccination directly to their own agency or contract organization. Proof must be:

- An official CDC card or other official immunization card bearing the employee's name and date(s) of vaccine administration. The employer must see this document or a photograph of it;
- An Excelsior Pass issued by the State of New York; or
- The NYC COVID SAFE app that clearly displays an image of the CDC card or other official immunization card with the above noted requirements. The NYC COVID SAFE app can be downloaded for Apple or Android.

For employees who opt to do weekly testing, which tests qualify?

Only polymerase chain reaction (PCR) tests processed by medical professionals qualify. These tests usually take one-two days to process at a lab, but some PCR tests are rapid tests. Both rapid and non-rapid PCR tests can be used. At-home tests do not qualify.

Where can people be vaccinated?

Vaccination is free and convenient across the five boroughs and in bordering counties. More than 95% of all NYC residents live within half a mile of a public vaccination site. A list of vaccination sites can be found at <https://www.nyc.gov/vaccinefinder> or by calling 877-VAX-4-NYC. For anyone who lives within the five boroughs (including City employees and contractors' employees), the City is also making at-home vaccination free and available; call 877-VAX-4-NYC or by visiting <https://www.nyc.gov/homevaccine> to sign up to have a team member come to your home to vaccinate you and any other household members, with any of the three FDA-authorized vaccines you choose.

When must employees submit a weekly test?

For each day that an employee reports to work onsite, they must have had a negative COVID-19 PCR test taken within the preceding seven days. This test result, which must be submitted to HR, must be negative. An employee who has been tested within the preceding seven days, but is still waiting for the result may report to work with a pending test result as long as they meet the criteria of the health screening, and provided that the test result is submitted to HR as soon as it becomes available.

Where can people find testing?

The City of New York offers free COVID-19 testing in convenient locations across the five boroughs and will continue to do so. Employees may opt to go to their own medical professionals as well. There are hundreds of PCR testing locations in the five boroughs; the list can be found

at www.nyc.gov/covidtest. If employees would prefer to receive a test specifically at a City-sponsored site, that list can be found at www.nychealthandhospitals.org/test-and-trace/testing.

Will the City be providing on-site vaccination and testing at City worksites?

The City will continue to bring mobile vaccination clinics to select worksites, including certain City worksites. The City will bring mobile testing to City worksites that previously received regular testing.

What happens if an employee tests positive?

An employee who tests positive must not report to work until they meet all the criteria of the health screening and all of these conditions are met:

- It has been at least 10 days since their symptoms began;
- They have not had a fever for at least 24 hours without the use of a fever reducer; and
- Other respiratory symptoms (cough, shortness of breath) have improved.

Are employees expected to pay out of pocket for vaccines or tests?

No, the vaccination is free to all New Yorkers. Testing is provided at no cost to the individual and is widely available. The City will continue to provide options for both vaccinations and weekly PCR testing in all five boroughs and near public transportation hubs to make compliance as convenient as possible.

Can employees take time from their shift to get vaccinated?

All employees are allowed to take up to four hours to get vaccinated during their workday. Employees who get a vaccine that requires two doses may take up to four hours on both days they receive a dose of that vaccine.

How will City agencies track compliance?

Each agency will track compliance for their employees, interns, and volunteers. Agencies are responsible for verifying individual vaccination status of each employee, intern, and volunteer, and monitoring compliance with weekly testing and face covering requirements for those who have not submitted proof of vaccination.

In City agencies, if someone suspects that a coworker is in violation of the COVID-Safe Requirement, what is the process for reporting their concern?

An employee may speak to their HR representative if they believe that a coworker is not complying with City policy. The employee should not engage their coworker directly on the issue. ■

Queens Street Co-Named After

Beloved Shop Steward

Priscilla Carrow



In a tribute to one of Local 1180's members who always put others before herself, Coordinating Manager Priscilla Carrow's name now will be forever emblazoned on a street sign in her former Corona neighborhood.

The corner of 98th Place and 57th Avenue near LeFrak City in Queens was co-named Priscilla Carrow Way on Friday, June 11, with dozens of family, friends, co-workers, and politicians attending.

Local 1180 President Gloria Middleton, who was at the naming, said Carrow now will have a forever place in the neighborhood she loved.

"Priscilla was one of those members who just always had a smile on her face and a kind word in her heart," Middleton said. "She was very active in the union, not only as a Shop Steward and Chair of the Queens Borough Community Coordinating Committee, but by attending all events that she possibly could and showing support for Local 1180 and her friends. She was truly a remarkable woman, an amazing friend, and a real inspiration to everyone who knew her. Priscilla will always be our Shero."

Carrow was 65 years old when she died on March 30, 2020, during the height of the COVID-19 pandemic. She was working at Elmhurst Hospital, and served as Assistant

Co-Chair of the Joint Labor Management Committee, where she had been for 25 years when the pandemic hit and essential workers still reported to work every day. Carrow, in her typical selfless style, was more worried about others having face masks during the initial supply shortage, that she herself did not have one at the beginning.

Elmhurst, the public hospital at the center of the city's outbreak, had the most number of cases. Carrow held one of the most vital jobs at the facility in the department that managed the masks, gloves, and other protective gear. She was responsible for ordering the inventory, replenishing the stockroom, handing out supplies, and keeping count of the dwindling number of face masks. As an essential, non-medical worker, she was on the frontlines daily — until she wasn't. Carrow was one year away from retiring when her life was cut short by COVID.

At the street naming, Carrow was memorialized by New York City Council Member Francisco Moya who sponsored the street naming as both a sweet soul and a selfless person who touched so many lives.

"Priscilla Carrow Way will be a symbol in our neighborhood memorializing a woman that impacted lives in more ways than one. At her core and at her best, Priscilla was

an advocate, a champion, and a crusader, fighting for housing, fair wages, and so much more for so many," Moya was quoted as saying that day.

Moya said co-naming the street corner in her honor was another opportunity to "memorialize her legacy and share our admiration and love for Priscilla" with her children as well as "everyone whose life she made an impact on from Elmhurst Hospital and CWA Local 1180 to Community Board 4."

Although not the first Local 1180 member to succumb to the coronavirus, Carrow left her mark as both a very dynamic Shop Steward and community activist.

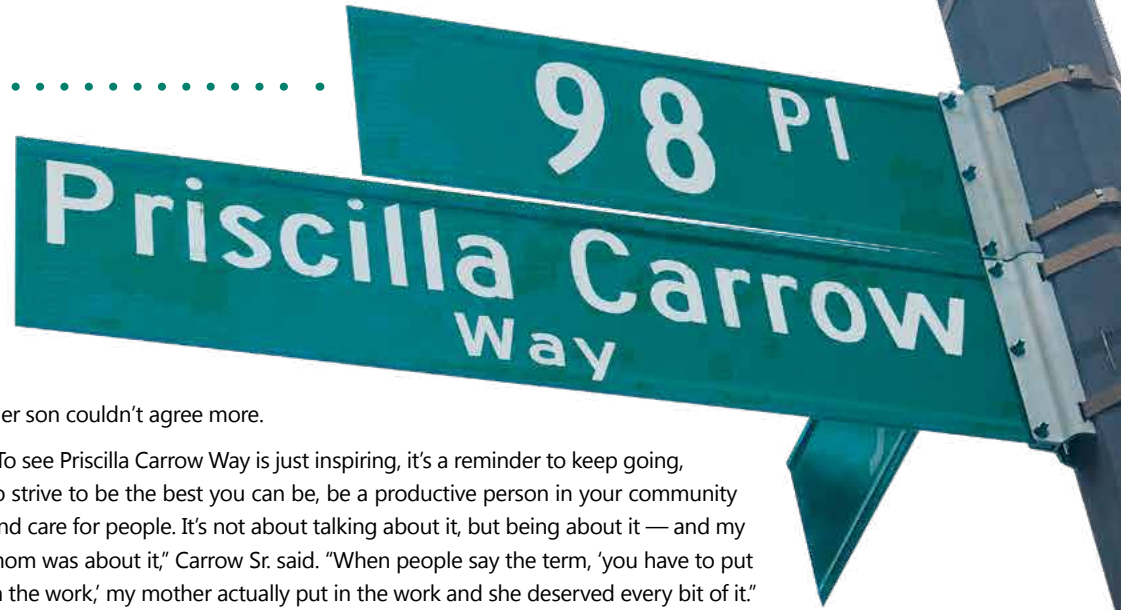
In addition to working at Elmhurst Hospital, she was extremely active in her community, with her involvement beginning the minute she ended her day job. Carrow was a member of First Baptist Church, the president of the Sherwood Village Tenant Association, a member of Queens Community Board 4, chairperson of the National Council of Negro Women/Empress Life Members Guild, executive director of the LeFrak City Youth & Adult Activities Association, program director of the Kenny Anderson Classic at LeFrak City, and secretary for the Better Community League, among many other commitments, including her role as a Local 1180 Shop Steward since Dec. 26, 2005, and Chair of the Queens Borough Community Coordinating Committee since its inception, which she built up to hold great prominence within the community. She used her political ties and positions in other organizations to make sure the voice of Local 1180 was heard when community decisions were being made. Carrow used her clout effectively and brought other BCCC members into the fold so they, too, met and knew local leaders and their staffs.

NYC Health+Hospitals Elmhurst CEO Helen Arteaga also attended the event to honor the hospital's cherished employee.

"Priscilla Carrow was a valued and treasured member of the Elmhurst family. She was also a person who led by example and left a deep impression on all those who met her," Arteaga said. "As a union leader, friend and mentor to thousands of employees, she touched many lives. We miss her daily and are deeply honored to participate in co-naming a street in the heart of Queens, and in a neighborhood she loved, in her honor."

Carrow's children, daughter Keyana Reaves and son Tasheen Carrow Sr., (pictured on previous page holding the street sign with Moya) both were honored to see their mother's name on a street sign in her former neighborhood.

"Having my mother's name on a street is historic. She was a full-time mom, full-time activist and was so involved in the community. My mom deserves this," Reaves said. "We feel so honored that her name will be here forever and I know she would be extremely happy."



Her son couldn't agree more.

"To see Priscilla Carrow Way is just inspiring, it's a reminder to keep going, to strive to be the best you can be, be a productive person in your community and care for people. It's not about talking about it, but being about it — and my mom was about it," Carrow Sr. said. "When people say the term, 'you have to put in the work,' my mother actually put in the work and she deserved every bit of it."

President Middleton spoke at the event, saying, "Our behind-the-scenes hospital workers made just as many contributions during the pandemic as the medical staff, yet were not always as protected at the onset. There were so many moving parts and people involved in caring for the thousands of patients and staff rotating in and out of Elmhurst. In the early days when everyone was scrambling to figure out logistics, non-medical workers often were given less protective gear than their colleagues who treated patients and Priscilla was just one of those people who did not complain about her situation."

Local 1180 presented Carrow's children with a plaque that read: "In memory of Priscilla Carrow. You were a good servant to all who knew you. To God, to your community, to your union sisters and brothers, to your coworkers, and most of all, to your family and loved ones. You will forever be in our hearts and minds. CWA Local 1180 will always appreciate who you were to us. Always loved and never forgotten. In solidarity, my sister."

In addition to Middleton, also attending the street naming from Local 1180 were Robin Blair-Batte (Secretary-Treasurer), Judith Felder (Shop Steward, Tax Commission), Sandra Sheard (Shop Steward, Department of Correction), Teesha Foreman (Supervisor of Staff Representatives & Executive Board Member), Helen S. Jarrett (Mobilization Coordinator & Executive Board Member), Beverline Park (Retiree), Alicia Smith (Human Resources Administration), Dennis Vargas (Department of Environmental Protection), and many of Carrow's co-workers from Elmhurst. ■





NYS Legislature Closes Session with

Big Wins for Labor

What Passed &
What Didn't

Labor had some major wins in this year's State legislative session that concluded on June 10. Since not every issue on the agenda was resolved, it leaves the door open for a possible return to session to wrap up certain loose ends. A total of 892 bills passed both the Senate and Assembly — a measure of legislative productivity not seen in decades. CWA members played a large part in this success during the past few months to advocate for legislation to protect jobs, make workers safer, and overall strengthen New York for working families, especially as the state emerges from the COVID-19 pandemic. The final disposition of issues key to CWA Local 1180's legislative agenda include:

Early Retirement Incentive — The budget included a temporary Early Retirement Incentive for NYC's municipal workers. The program included two components: a temporary incentive to retirement-eligible employees, and a temporary 55/25 early retirement incentive. Titles eligible for the incentives will be determined by the employer. Participating employers would hold an open enrollment period for eligible titles later this year. The measure completely passed all the hurdles in the State Legislature, but when it moved down to NYC for approval, the City Council did not take action to ensure implementation at the local level and the measure died on June 30, 2021.

CUNY School of Labor and Urban Studies — Through CWA advocacy efforts, CUNY School of Labor and Urban Studies (SLU) saw its state funding streams restored in the budget — \$2 million from the Executive and \$1.5 million from the legislature. In addition, CUNY received an unitemized pot of capital money, a possible source of funding for SLU's proposed capital improvements.

Medicaid Funding — The Governor's initial Executive Budget proposed \$600 million in cuts to Medicaid, including NY Public Health Work Act and the Indigent Care Pool, as the state's fiscal footing appeared to collapse amidst the pandemic. However, with new revenue streams and an improved economic outlook, the case was successfully made to restore all cuts in the final budget.

Taxes on the Wealthy — Although the Stock Transfer Tax (A.3353-A/S.1406-A) did not ultimately pass, the budget included other tax increases on the wealthy, including:

Personal Income Tax:

- "Millionaire's Tax" increased from 8.82% to 9.65%
- New Bracket \$5 million- \$25 million – 10.30%
- New Bracket Above \$25 million – 10.90%
- Corporate Tax Increases:
- Corporate Franchise Tax: 7.25% (from 6.5%) for income greater than \$5 million
- Capital Base Liability Estimation: .1875% (from .025%) of total business capital

Voting for Formerly Incarcerated — The legislature passed A.4448-A/S.830-B that restores voting rights to individuals who have successfully served their sentence for a felony and been released into community supervision. The Governor signed the bill into law (Chapter 103), which takes effect immediately, with additional provisions taking effect Sept. 1.

Reduced Penalties for Partial UI Benefits — The legislature passed a bill (S.1042-A/A.2355-A) to create a fairer system of benefit reductions when unemployed individuals accept part-time work. Under an Amendment negotiated with the Governor (S.7148/A.7959) claimants are allowed to earn 50% of their normal benefit amount without penalty beginning April 1, 2022, at which point reductions will then be phased in based on earnings. In the interim, the bill eases current penalties until the new system takes effect.

Marijuana Regulation and Taxation Act — Bill S.854-A/A.1248-A legalized adult use of cannabis and expanded the state's medical marijuana and hemp programs. The bill, immediately signed into law (Chapter 92), provides a roadmap for a new, multi-billion dollar industry that includes addressing labor needs, social equity for communities most harmed by criminalization, and the expungement of criminal records.

Compensation Disclosure — Along with our PowHerNY partners, we pushed for a bill to fight wage discrimination by requiring employers to disclose to applicants and employees a compensation or range of compensation, a job description, and the benefits for an open position. Although A.6529-A/S.5598-A did not pass, there is widespread support to finish the job in the next session.

Housing Issues — The legislature extended rent and mortgage protections provided under the COVID-19 Emergency Eviction and Foreclosure Prevention Act through Aug. 31, 2021, (Chapter 104). Additionally, after last-minute amendments, the legislature passed the Housing Our Neighbors with Dignity Act (S.5257-C/A.6593-B), which if signed into law, would create a mechanism for the state to convert distressed hotels and office space into permanent affordable housing. ■

MEMBERS IN ACTION



Honoring Essential Heroes

It couldn't make up for the lives lost to COVID-19, but the July 7 Canyon of Heroes parade was a way for the City of New York to honor essential workers who helped keep the city afloat throughout the entire pandemic. As much as it was a celebration of life, of giving, and of heroism, it was also a reminder of those who made the ultimate sacrifice by continuing to report to work at a time when the rest of the country was shut down. The essential workers parade was the latest in a 125-year New York City tradition. The same type of celebration, known as a ticker-tape parade for the thin bands of paper that used to shower marchers, has been held in the past to celebrate returning soldiers, astronauts and championship sports teams. The parade stretched from Battery Park to City Hall, led up Broadway in lower Manhattan by grand marshal Sandra Lindsay, a health care worker who was the first person in the country to get a COVID-19 vaccine shot after they were authorized for public use. Local 1180 was invited to participate in honoring the city's hometown heroes. Pictured from top to bottom: Elvira Prescott, Human Resources Administration (HRA) Retiree; Kareem Rolland, Administration of Children Services; Helen S. Jarrett, Mobilization Coordinator & Executive Board Member; Amanda Alers, Local 1180 Executive Associate to the Secretary Treasurer & HR Manager; and Deaven Richardson, Local 1180 Executive Assistant to the Secretary Treasurer & HR Associate. ■

NYCHA Is Not For Sale



First Vice President Gina Strickland's sign (top right) summed up the June 10 Day of Rage Rally outside the HUD office at 26 Federal Plaza. New York City Housing Authority (NYCHA) Chair and CEO Greg Russ has laid out a plan to overhaul how NYCHA operates tens of thousands of its public housing units, aimed at securing federal funds and private capital to tackle the authority's \$40 billion backlog of repairs. NYCHA tenant organizers, who see the Blueprint as too close to a scheme that has transferred thousands of units to private management, fear the plan could further erode a rare bastion of truly affordable rents as Russ' plan relies on transferring NYCHA apartments from Section 9 — traditional public housing — to the voucher program known as Section 8. "It could be the end of public housing as we know it," Strickland said. "No one has come to get the input from public housing residents or unions like Local 1180 that have a huge percentage of members residing in public housing." The rally's theme was that Greg Russ is a danger to residents of public housing as he has violated residents' rights by introducing his Blueprint for Change plan without resident input; introduced his plan during COVID-19 when NYCHA residents were some of the hardest hit; suspended critical repair services during the pandemic; and spent millions of dollars to promote his Blueprint for Change that would end public housing.

Strickland is pictured with several Local 1180 members, NYCHA housing residents, and members of other organizations who all came out to send a similar message. ■





GINA STRICKLAND

First Vice President

Everyone Deserves Recognition for Contributions

America's diversity has always been the defining strength of our country. After all, America isn't called a melting pot for no reason.

Celebrating the legacy and contributions of all groups that add to the fabric of our society goes a long way toward understanding and appreciating one another.

On June 1, President Biden declared June 2021 as National Caribbean-American Heritage Month. Yet, the history of this event goes back years.

In June 2005, the House of Representatives unanimously adopted a resolution sponsored by Congresswoman Barbara Lee, recognizing the significance of Caribbean people and their descendants in the history and culture of the United States. On Feb. 14, 2006, the resolution similarly passed the Senate, culminating a two-year, bipartisan and bicameral effort. The Proclamation was issued by President George W. Bush on June 6, 2006.

That's not all. Caribbean-Americans have made our country more innovative and more prosperous. Just look at the contributions of Alexander Hamilton, the First Secretary of the Treasury, Secretary of State Colin Powell, Actress Cicely Tyson, author W.E.B. DuBois, actors Harry Belafonte and Sidney Poitier, and James Weldon Johnson, who of Bahamian decent, was a key figure of the Harlem Renaissance, a distinguished lawyer and diplomat who served as executive secretary at the NAACP, and a composer who wrote the lyrics for "Lift Every Voice and Sing," known as the Black national anthem.

During President Biden's proclamation announcement, he called out so many Caribbean-Americans, including his own Vice President Kamala Harris, neo-expressionist painter Jean-Michel Basquiat; and John B. Russwurm, the first Caribbean-American editor of a U.S. newspaper — all of whom have left a lasting impact on our country.

Yet, there are dozens upon dozens of others, too, because just like all immigrant groups, Caribbean-Americans appreciate the chances they are given in this country and work to give back and be a part of their homeland.

It's not a matter of choosing to be Caribbean or choosing to be American; it's a matter of celebrating who you are and where you come from.

That's why at Local 1180, we have many committees that were formed to celebrate and pay homage to various cultures, including the Caribbean Heritage Committee and the Hispanic Committee, for example. Both of these committees have members from their respective nationalities and backgrounds who come together to work toward a common goal, whether that be marching in a New York City parade as a unified contingent, planning an event to mark a special occasion, or discuss ways of highlighting contributions.

Any member can request to form and start a new committee by approaching the union with a description of and purpose for the committee you want to form. At Local 1180, we strongly encourage and support all different kinds of committees, as we know that like-minded members getting together on a regular basis only brings about positivity.

The last year and a half have not been an easy time for any of us. As our country and state begin to emerge from months of lockdown, we have all seen the increase in hate crimes that President Middleton recently addressed. Crimes against Asians, against Jews, and

against so many other minority populations have been on the rise. It's an easy excuse to blame it on cabin fever, or social media, but what it really comes down to is a lack of understanding and appreciation for what each culture brings to our American society.

While systemic racism has uniquely and disproportionately impacted Black and LatinX immigrant communities, including Caribbean-Americans, more than other groups, no one escapes unharmed. Disparities in health care, education, housing, criminal justice, and economic opportunity must stop in order for all groups to be equal. But that does not mean those populations and cultures that have "made it" should be attacked.

Yes, many members of the Caribbean-American community continue to face systemic barriers to opportunity, as do so many other groups. At Local 1180, we are more than committed to addressing these disparities, just as we did with the pay inequity with our EEO case.

The commemoration of Caribbean-American Heritage Month aims to remind Americans that our greatness lies in our diversity, and what we each bring to the table. That same concept applies across the board to Americans of all nationalities. After all, even the United States Constitution says that "all men are created equal," and that does not mean just men as a gender. It's time we embrace our friends, our neighbors, and our coworkers, not hate them for their differences. ■

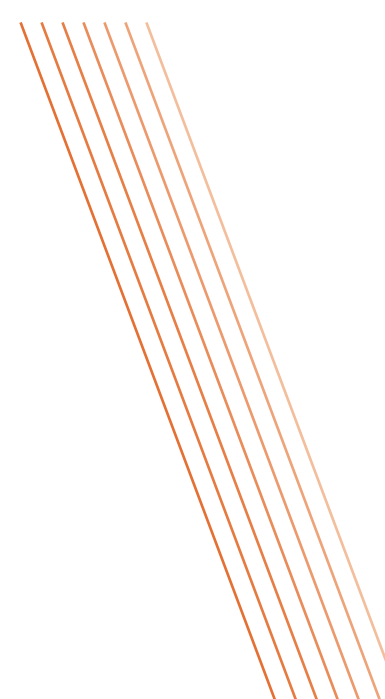
"It's not a matter of choosing to be Caribbean or choosing to be American; it's a matter of celebrating who you are and where you come from."

Since that declaration, the White House has issued an annual proclamation recognizing June as Caribbean-American Heritage Month, with this year marking the 14th celebration of June as National Caribbean American Heritage Month.

"In every generation, our society, spirit, and shared ambitions have been refreshed by wave after wave of immigrants seeking out their American dream. Throughout our history, Caribbean Americans have brought vibrant cultures, languages, traditions, and values that strengthen our country and add new chapters to our common story," the President said.

As a proud Caribbean-American myself, I couldn't agree more. Our culture is overflowing with vibrancy, color, culture, and arts. We celebrate who we are in various Caribbean countries, which often have their own unique contributions as well.

While the Caribbean islands are probably best known as a vacation area with beautiful scenery, beaches, and reefs, they also are known for music, such as Reggae and Soca, and for Bob Marley, Rihanna, Nicki Minaj, and others.



PRIVATE SECTOR SHOPS

HUMAN RIGHTS FIRST REACHES TENTATIVE AGREEMENT

After several months of negotiations, Human Rights First has reached an agreement with management after the previous contract was kept in place for two additional months in order to protect workers while negotiations on this contract continued.

The new agreement is a one-year contract, running from May 1, 2021, until April 30, 2022, and includes a 4% raise retroactive to May 1, 2021.

"It was a great responsibility to represent our shop in bargaining and we really feel we came back with the best solution to benefit our colleagues," said Kaitlin Locascio, one of the bargaining committee members.

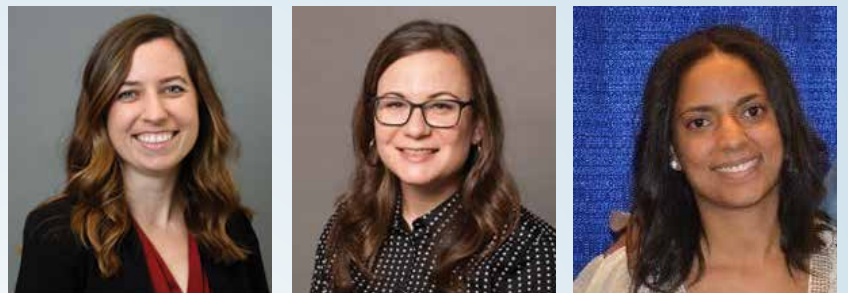
In addition to the monetary aspect, the contract establishes a "Diversity, Equity and Inclusion Working Group" that will be a contractual committee as opposed to the previous management-conceived and run committee. The working group includes provisions of self-determination, a "safe-place" for employees to speak about difficult topics, and the right of Local 1180 to seek redress at the Labor Management Committee if Human Rights First should decide to dissolve the group, which includes members of the unit as well as other employees.

John O'Malley, Local 1180 Legislative Coordinator and Bargaining Chair worked with the HRF bargaining committee to resolve the contract. He said the new agreement also establishes a protocol for negotiating a policy on promotions.

"We did not have enough time in the negotiation process to completely tackle this complicated topic as we did not want to hold up resolving the contract," O'Malley said. "In addition, management is working on a comprehensive promotions policy that includes both unit members and those outside the unit. For these reasons, we gave them some time to complete their internal workshopping, and establish this protocol."

This provision requires HRF to make a proposal to Local 1180 by Sept. 15, 2021, and establishes a process for negotiations on the HRF proposal, including the number and period of bargaining meetings, and the intent of the parties to negotiate this policy independently of the next round of negotiations.

Human Rights First is an independent advocacy and action organization that challenges America to live up to its ideals. They believe American leadership is essential in the global struggle for human rights, and they press the U.S. government and private companies to respect human rights and the rule of law. When they fail, HRF steps in to demand reform, accountability and justice. Around the world, HRF works where they can to best harness American influence to secure core freedoms.



Thanks to the bargaining team — Staff Attorneys Kaitlin Locascio, Katie Czapanskiy, and Rebecca Soroka — for the fantastic job liaising with the membership, and also dealing with management at the bargaining table.

"Our bargaining team had great insights, and now they have some experience as well," O'Malley said. "We also need to thank Emily Finkelstein of the Labor Management Committee for providing vital information for us to use during bargaining. Everyone working together helped bring us to a successful conclusion."

CWA Local 1180 has represented Human Rights First since at least 2016. The bargaining unit has 28 members located in New York City, California, and Washington D.C.

Czapanskiy said the negotiations were a long and strategic process. "We would not have been able to do it without John's expertise and the support of CWA. Our members are more than satisfied with the agreement we reached for our renewed contract," she said.

Soroka agreed. "It was really great to work with John who taught us a lot about the bargaining process. The most interesting part of bargaining was feeling like I was on equal footing with management. I don't often feel that in my everyday interactions at work, but John helped emphasize and make clear throughout the meetings that we are also leaders and have important seats at the table. It was refreshing to be able to negotiate and speak freely with management. I was so happy that we were able to come to an agreement with management and felt like we both walked away from negotiations with respect and understanding," Soroka said. ■

Pictured above from left: Bargaining Team members Kaitlin Locascio, Katie Czapanskiy, and Rebecca Soroka.

HUMAN RIGHTS WATCH GETS CONTRACT EXTENSION

The more than 50 members working at Human Rights Watch who are represented by CWA Local 1180 have reached an agreement on a contract extension through June 22, 2022. The terms modify the parties' collective bargaining agreement (CBA) that was in effect June 1, 2016, through June 30, 2020.

The CBA includes a 2.5% increase to the base salary; a 4% annual increase to straight time to all employees in the bargaining unit; and wage increases due to pending promotions under Article 24 and the sidebar letter regarding promotions of June 30, 2016 — all retroactive to July 1, 2021.

Luis Benitez-Burgos from CWA District 1 who negotiated the contract on behalf of Local 1180 said the contract extension also included provisions for workload and work coverage, early promotions, emergency COVID-19 benefits, layoffs, and a payroll schedule.

"Luis did a great job with the negotiations and we are thankful for all the time and efforts he put in to making sure our members at Human Rights Watch got everything they are entitled to," said Local 1180 President Gloria Middleton.

Benitez-Burgos said the union and members are happy with the outcome of the bargaining, which include: new tasks or duties assigned to any employee by management must be outlined in a plan prior to the departure or exiting of any HRW employee, including performing additional work or management, a job title with a higher wage rate or grade, assigned coverage/acting roles, or additional work from another employee of the same or lower wage/grade; and HRW HR will develop an early promotion policy and process by Oct. 1, 2021, and allow time for Local 1180 to bargain over the process.

FINALLY!

H+H ASSISTANT DIRECTORS

NOW OFFICIALLY PART OF UNION

After years of testimony by Assistant Directors — 10 to be exact — and evidence presented by CWA District 1 attorneys, Assistant Directors at H+H now are officially part of Local 1180.

The road to this success was a long one. While CWA Local 1180 filed a petition on June 16, 2010, with the New York City Office of Collective Bargaining for the accretion of the Assistant Director title, it was not until July 16, 2020, that OCB finally certified the title to add it to CWA Local 1180's bargaining unit.

Local 1180 President Gloria Middleton said that NYC Health + Hospitals (H+H) appealed that decision, not shockingly, and went into negotiations with CWA Local 1180 to discuss functional titles that would remain Group 12 (Management) and those that would become Group 11 (part of the bargaining group). Finally, on June 8, 2021, CWA Local 1180 and H+H signed a Stipulation of Settlement that officially made Assistant Directors part of the CWA family effective July 5, 2021.

"Our diligence paid off and Local 1180 is now the bargaining unit for 399 Assistant Directors under a mutually agreed upon settlement with H+H," Middleton said. "Assistant Directors deserve to have representation on the job, better benefits, salary enhancements, and a union to speak on their behalf. They will have all that and more with Local 1180."

Although there were more than 500 H+H Assistant Directors, through attrition and job functions such as Administrator on Duty, Labor Relations, and Human Resources Titles, 58 were excluded from the agreement based on their job descriptions that found them

to be either managerial or confidential. Another 43 who exclusively perform AOD duties and any Assistant Director who exclusively performs risk management duties were also ineligible to join Local 1180.

Part of the agreement prevents H+H from retitling any non-managerial and nonconfidential Assistant Director, or designating new Assistant Director hires as either, in an attempt to evade bargaining obligations with Local 1180, something Middleton said was being done during the negotiation period.

She said that once the agreement was signed effective July 5, 2021, ADs can sign their union membership cards and are entitled to the benefits provided by the union's Benefits Funds, including prescription, optical, dental, education, legal, and much more.

Going forward, H+H is required to notify Local 1180 of all newly hired ADs and provide information about their positions, including work location, job duties, and salaries.

Local 1180's next step is to bargain the economics of the contract, such as minimum and maximum wage ranges, as well as additions to gross, that other 1180 members receive via their contracts.

"We intend to make Assistant Directors whole financially and regain their dignity with proper representation from this Local. They have been used and abused long enough by not having due process rights and not being paid overtime and having other inequities imposed on them by H+H. It's been a long battle, but hopefully it will be well worth it when all is said and done," Middleton said. ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Feb. 25, 2021

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

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large: Teesha Foreman, Ranston Foster, Helen S. Jarrett, Debra Paylor, Rosario Roman, Venus Colon Williams, Hazel O. Worley

Absent: Members-at-Large Denise Gilliam and Gregory Smith

President's Report

President Middleton called the meeting to order at 6:07 p.m.

President Middleton opened the meeting with an Executive Session discussion.

President Middleton presented the highlights of her schedule since the last Executive Board Meeting on Jan. 28, 2021.

Jan. 29 — Participated in the Defense Fund Oversight Committee meeting. Later that day, held conference call with Council Member Robert Conegy, Jr. who is running for Brooklyn Borough President.

Feb. 2 — Participated in the Administrative Manager Appeals Strategy meeting.

Feb. 3 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting, and held meeting with Beverly Neufeld of PowerHer NY. Lastly, she participated in the press conference of New York State Senator Brian Benjamin who is running for New York City Comptroller.

Feb. 4 — Chaired CWA Local 1180 Trustee meeting. Later that day, held the H+H Monthly Leadership conference call.

Feb. 5 — Participated in the CWA bi-weekly legislative call. That afternoon, she participated in the CWA Defense Fund Oversight Committee meeting. Lastly, she participated in the PHEW Working Group.

Feb. 6 — Participated in the Manhattan Borough President Candidate Screening.

Feb. 8 — Prepared for the upcoming CWA Local 1180 General Membership meeting.

Feb. 10 — Chaired the weekly Communications Director meeting with Marci Rosenblum. That afternoon, she chaired the CWA Local 1180 weekly staff meeting. That evening, she chaired the CWA Local 1180 General Membership meeting.

Feb. 11 — Chaired the full weekly staff meeting.

Feb. 17 — Chaired the weekly Communications Director meeting and the CWA Local 1180 weekly staff meeting. That evening, she held a conference call with State Senator James Sanders.

Feb. 18 — Held a telephone interview with Bloomberg News and participated in the CWA National Executive Board Meeting.

Feb. 19 — Participated in the CWA bi-weekly legislative call. That evening, she participated in the PHEW Working Group.

Feb. 20 — Participated in the CWA Local 1180 Manhattan District Attorney Candidate Screening.

Feb. 22 — Participated in the MLC Steering Committee meeting.

Feb. 24 — Participated in the MLC Steering Committee General Membership meeting, chaired the weekly Communications Director meeting, followed by the CWA Local 1180 weekly staff meeting.

Feb. 25 — Participated in the NYCTA Collective Bargaining session. Later that day, she chaired the trustees meeting, and chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Feb. 1, 2021, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the Feb. 25, 2021, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

Staff Reps January 2021 Activity Report

Activity	January
Command Disciplines	2
Conference Calls	7
EEO Investigations/Interviews	4
Emails	1,741
Health & Safety Meetings	3
Hearing Preparations	19
Hearings	9
Investigative Hearings/Meetings	1
Labor Management Meetings	4
Phone Calls	572
Site Meetings	17
Supervisory Conferences	2

Site Meetings

Brooklyn DA Office
350 Jay Street, Brooklyn

DEP

59-17 Junction Blvd, 95-06 Horace Harding Expressway, Queens

DEP Borough Offices

1932 Arthur Avenue, Bronx; 95-06 Horace Harding Expressway, Flushing; 250 Livingston Street, Brooklyn; 60 Bay Street, Staten Island; 1250 Broadway, Manhattan

DOHMH

421 East 21st St. and 455 & 520 1st Ave., Manhattan

H+H North Central Hospital

3244 Kossuth Ave., Bronx

H+H Woodhull Hospital

760 Broadway, Brooklyn

HRA — FIA/SNAP

505 Clermont Ave., Brooklyn

HRA — HASA

3050 W. 21st St., Brooklyn; 33-38 Northern Blvd., Queens

HRA — HCM

4 WTC, Manhattan

HRA — MICS/SA/Med. elig.

115 Chrystie St., Manhattan; 201 Bay St., Staten Island; 2551 Bainbridge Ave., Bronx

HRA — MICS/SA/Med. elig.

3050 21st Ave., Brooklyn; 32-20 Northern Blvd., Queens

HRA — MICS/SA/SNAP

480 Vanderbilt Ave., Brooklyn

HRA — SNAP 15

250 Livingston St., Brooklyn

HRA — SNAP 53

32-20 Northern Blvd., Queens

NYCTA

2 Broadway, 130 Livingston, Brooklyn; Various

NYPD

1 Police Plaza, 350 Marconi St., Bronx

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

NYPD — Manhattan Tow Pound
Pier 76, 408 W. 38th St., 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:

Please visit the website at cwa1180.org and review our complete update endorsement list.

Feb. 4 — Attended the CWA 1180 Trustee meeting.

Feb. 5 — Chaired the bi-weekly legislative meeting.

Feb. 6 — Coordinated the Manhattan Borough President Candidate Screening.

Feb. 8 — Attended the CWA 1180 General Membership meeting.

Feb. 19 — Chaired the bi-weekly legislative meeting.

Feb. 20 — Coordinated the Manhattan District Attorney Candidate Screening.

Feb. 25 — Attended the CWA 1180 Trustee meeting.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for Jan. 2021. She advised that the T.D. checking account has a balance of \$547,124.86 as of C.O.B. Feb. 25, 2021.

Secretary-Treasurer Blair-Batte reported the following member activity:

Member Activity for January 2021

New Member Enrollments.....	14
Deceased Actives.....	1
Retirements.....	22
Deceased Retirees.....	10
Total Active Members.....	8,211
Total Retired Members.....	6,557

Secretary-Treasurer Blair-Batte requested salary adjustments for CWA Local 1180 Non-Managerial Staff for a 3% pay increase effective Jan. 1, 2021: Naresh Mohabir, Shannon Malcolm, Alfonso Davis, John T. O' Malley, Leslie Fine, and Samantha Somwaru.

A motion was duly made, seconded, and carried to approve the 3% increase.

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

Next meeting date of the Executive Board March 25, 2021.

A motion was duly made, seconded, and carried to adjourn at 8:15 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 25, 2021

Meeting called to order at 6:11 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large: Teesha Foreman, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, Hazel O. Worley

President's Report

President Middleton called the meeting to order at 6:11 p.m.

President Middleton updated the Executive Board on the status of the executive session discussion and how the matter is being addressed.

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

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting held on Feb. 25, 2021.

Feb. 26 — Participated in the H+H Assistant Directors meeting.

Feb. 28 — Participated in the New York Branch NAACP General Membership meeting.

March 1 — Met with DCAS regarding the upcoming Administrative Manager Exam. Later that day, she met with Joel Spivak from the Law Offices of Mirkin & Gordon, P.C.

March 2 — Chaired the H+H Assistant Director's meeting.

March 3 — Chaired the weekly Communications meeting with Marci Rosenblum followed by the CWA Local 1180 weekly staff meeting.

March 4 — Held the H+H monthly Leadership conference call. Later that day, she continued to update the Executive Board on the Executive Session matter. That evening, she chaired the Union Web Services meeting.

March 5 — Participated in the SLU Advisory Board meeting. That afternoon, she participated in the CWA bi-weekly legislative call. That evening, she prepared for the upcoming CWA Local 1180 General Membership meeting.

March 8 — Held a follow-up meeting with Beverly Neufeld of PowerHer NY.

March 9 — Held the H+H Assistant Director's meeting.

March 10 — Chaired the weekly Communications meeting with Marci Rosenblum followed by the CWA Local 1180 weekly staff meeting. That evening, she chaired the CWA Local 1180 General Membership meeting.

March 11 — Held a conference call with NYC Council Member I. Daneek Miller. That afternoon, she participated in the Mount Sinai Selikoff Centers for Occupational Health Advisory Board meeting.

March 12 — Chaired the full CWA Local 1180 Staff meeting.

March 17 — Participated in the HRA Safety and Health Committee meeting, and then chaired the weekly Communications meeting followed by the CWA Local 1180 weekly staff meeting.

March 18 — Participated in the non-profit sector discussion. Later that day, she participated in the CWA National Executive Board meeting. That evening, she participated in the Women for Alvin Bragg Event.

March 19 — Chaired the H+H Accretion Assistant Directors meeting.

March 22 — Participated in the New York City Central Labor Council Executive Board meeting.

March 23 — Participated in the Teleworking Agreement discussion.

March 24 — Participated in the Equal Pay Day Presentation. That afternoon, she chaired the CWA Local 1180 Weekly Staff meeting. Lastly, she participated in the City Work Force Return to Work discussion.

March 25 — Participated in the Worker Power Training presentation. Later that day, chaired the CWA Local 1180 Trustee meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated March 1, 2021, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the March 25, 2021, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director. Lastly, she presented a letter of appreciation from the Jewish Labor Committee, and thank you letters from Mitchell's NY/Milkman and Peggy Browning Fund.

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:

Staff Reps February 2021 Activity Report

Activity	February
Conference Calls.....	7
Counseling/Warning Sessions.....	3
EEO Investigations/Interviews.....	1
Emails.....	920
Health & Safety Meetings.....	2
Hearing Preparations.....	5
Hearings.....	11
Investigative Hearings/Meetings.....	1
Labor Management Meetings.....	5
Phone Calls.....	384
Site Meetings.....	12
Staff Rep Services Emails.....	98
Supervisory Conferences.....	1

Site Meetings

DEP
22 N. 15th St., Brooklyn; 288 Clove Road, Staten Island; 420 East 38th St., Manhattan

DOC
75-20 Astoria Blvd., East Elmhurst

H+H Central Office
55 Water St., Manhattan

HRA EIS
150 Greenwich St., Manhattan

HRA HCM
33 Beaver St., Manhattan

HA HASA
8-12 W. 14th St., Manhattan

HRA CASA
109 E. 16th St., Manhattan

HRA Community Outreach
150 Greenwich St., Manhattan

HRA GSS
250 Church St., Manhattan

NYCHA
90 Church St., Manhattan; 250 Broadway, Manhattan; 787 Atlantic Ave., Manhattan

NYCHA
23-02 49th Ave., Long Island City

Queens DA
125-01 Queens Blvd., Kew Gardens

H+H Woodhull Hospital
760 Broadway, Brooklyn

HRA — FIA/SNAP
505 Clermont Ave., Brooklyn

HRA - HASA
3050 W. 21st St., Brooklyn; 33-38 Northern Blvd., Queens

HRA — HCM
4 WTC, Manhattan

HRA — MICS/Ed. Elig.
115 Chrystie St., Manhattan; 201 Bay St., Staten Island; 2551 Bainbridge Ave., Bronx

HRA — MICS/Ed. Elig.
3050 21st Ave., Brooklyn; 32-20 Northern Blvd., Queens

HRA — MICS/SNAP
480 Vanderbilt Ave., Brooklyn

HRA — SNAP 15
250 Livingston St., Brooklyn

HRA — SNAP 53
32-20 Northern Blvd., Queens

NYCTA
2 Broadway, 130 Livingston, Brooklyn; Various

NYPD
1 Police Plaza, 350 Marconi St., Bronx

NYPD — Manhattan Tow Pound
Pier 76, 408 W. 38th St., 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 on the following:

- HR. 1 Voting Rights Law. This is the most important piece of legislation in Congress. It will fight against President Trump's attempts to overturn voting laws in many states.

- Discuss the impeachment process of NYS Governor according to the State Constitution.

- Continue monitoring the New York State budget, which is due April 1, 2021.

- Continue candidate screening for the June 22, 2021 Primary Election.

- The Early Retirement Incentive (ERI) is moving through the NYS Legislature. If passed, and signed by the Governor, it will then move to NYC for action by the New York City Council and the Mayor.

- On March 1, 2021, met with President Middleton and DCAS to discuss the upcoming Administrative Manager exam. After much discussion, it was decided that the exam will be conducted with an Education + Experience format. This is necessary because under COVID restrictions, DCAS cannot give in-person multiple choice exams at this time.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for Feb. 2021. She advised that the T.D. checking account has a balance of \$410,417.95 as of C.O.B. March 25, 2021.

Secretary-Treasurer Blair-Batte reported the following member activity:

Member Activity for February 2021

New Member Enrollments.....	23
Deceased Actives.....	2
Retirements.....	29
Deceased Retirees.....	6
Total Active Members.....	8,167
Total Retired Members.....	6,569

CWA Local 1180 fourth floor office renovations are completed. Third floor renovations have started and anticipate completion by the end of June 2021. Members who need assistance should e-mail staffrepervices@cwa1180.org or call 212.226.6565 and someone will get back to them.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continues participating in numerous CWA Local 1180 Trustee meetings. Additionally, she participated in the Staten Island Borough Community Committee (SIBCC) meeting. Lastly, she participated in the CWA Local 1180 General Membership meeting.

Members-at-Large Reports

Hazel Worley reported she received calls from members stating the CWA Local 1180 General Membership meeting was very informative and was well received.

Debra Paylor attended the CBTU meeting and the Central Labor Council Membership meeting. Lastly, she announced that the Manhattan Borough Coordinating meetings continue going well.

Rosario Roman advised the Executive Board that a CWA Local 1180 member working for the New York City Housing Preservation and Development, against DCAS regulations, has been forced to return to work five days a week by her supervisor at 100 Gold St. The member has now contracted the COVID virus and has been hospitalized. Praying for a speedy recovery.

Next meeting date of the Executive Board April 22, 2021.

Motion was duly made, seconded, and carried to adjourn at 8:15 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

COMMITTEES

Caribbean Heritage Committee

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

Civil Rights & Equity/ Community Service Committee

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

Civil Service Committee

Meeting: 4th Tuesday of each month
Chair and email to be announced

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Education Committee

Meeting: 2nd Monday of each month
Chair and email to be announced

Hispanic Committee

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

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Organizing Committee

Leslie Fine, Chair
lfine@cwa1180.org

People with Disabilities Committee

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

Pride Committee

Vera Jordan, Chair
vjordan@health.nyc.gov

Women's Committee

Denise Gilliam, Chair
dgilliam@cwa1180.org
Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Carolyn Chamorro, Chair
carolynchamorro@hotmail.com

Brooklyn BCCC

Verna Finley, Chair
jeanwf50@gmail.com

Manhattan BCCC

Patti Jacobs, Chair
manhattanbcc1@gmail.com

Queens BCCC

Elaine Blair, Chair
eilblair5@gmail.com

Staten Island BCCC

Rosie Roman, Chair
rroman@cwa1180.org

about our members

Congratulations to Local 1180 member and Shop Steward **Charles So** who received the Department of Correction "Distinguished Service Award".

On Oct. 30, 2019, Administrative Manager So of the Human Resources Department assigned to Headquarters assisted in apprehending a suspect outside a Walgreens in Flushing, Queens. Although he was off duty, it did not stop him from assisting another off-duty Correction Officer who was attempting to detain a male suspect who just battered an elderly woman. So not only physically assisted the off-duty Officer, but also gave verbal commands in the suspect's language of Mandarin as he did not speak English. So waited for multiple police officers to arrive on the scene and continued to assist their agency as a translator for the suspect as well as the victim who also didn't speak English.



So has been with the DOC for more than 31 years and showed he is one of New York City's boldest as his heroism for going above and beyond the call of duty was portrayed on that October afternoon. Pictured from left: Chief of the Department – 4 Star Chief Hazel Jennings, Charles So, Deputy Commissioner of Human Resources Nadine Pinnock, and DOC Commissioner Vincent Schiraldi. ■

Retiree **Sara Velez** was the winner of a Local 1180 Retiree t-shirt, which she proudly wears to show her union pride. The t-shirt, which just happens to be in her favorite color of yellow, also features the number 19 on the back, which is her birthdate. Her prize bag also contained a water cup, coffee cup, pill dispenser, eyeglass cleaner, and other items. Velez worked for the City of New York for 32 years, starting in Aug. 1986 at H+H Central Office. She retired in May 2018 as a Coordinating Manager. Velez, who has lived on Staten



Island since 2001, took to Facebook Messenger to send the union a thank you note upon receiving her union goodies. "Thank you for the beautiful gifts. So happy and proud to be a union member," she wrote. Thank you Sara for being a committed part of the Retiree Division. ■



Congratulations to **PAA Darlene Scott** (Shop Steward, ACS Bronx Family Court) on the graduation of her granddaughter D'iara Washington from Morgan State University in Baltimore, Maryland. D'iara is a past recipient of a Local 1180 scholarship and has danced for Women's History Month events. She majored in Strategic Communications. ■

Condolences to Local 1180 Secretary-Treasurer **Robin Blair-Batte** on the passing of her mother-in-law Alice Batte on June 3, 2021.

Condolences to the family of **Gladys Sampson**, who passed away on May 17, 2021.

MOST meetings start at 6 p.m. and are held virtually until further notice.

IN MEMORIAM

NAME	AGENCY	DECEASED
Rose Abate	Dept. of Social Services	5/31/2021
Antoinette Banks	Department of Buildings	5/13/2021
Barbara Baylor	Dept. of Social Services	4/29/2021
Joy Bukoff	Finance Administration	5/4/2021
Gay Cabeza	Fire Department	4/29/2021
Nicholas Christofides	Dept. of Citywide Administrative Services	4/29/2021
Evelyn Cofiel	Dept. of Social Services	5/26/2021
Cecilia Cromwell	Dept. of Social Services	5/30/2021
Mariveth Cruz	Dept. of Environmental Protection	5/4/2021
Andrenia Davis	Department of Education	4/30/2021
David D'Ermilio	Fire Department	5/13/2021
Dorothy Ehrenfeld	Department of City Planning	5/16/2021
Sandra Fremed	Department of Education	6/18/2021
Dorether Hairston	Dept. of Social Services	6/6/2021
Mark Harley	NYC Taxi & Limousine Commission	6/7/2021
Elijah Hodge	Department of Education	5/29/2021
Anna Johnson	Fire Department	5/8/2021
Lessie Kearney	Metropolitan Hospital Center	5/1/2021
Barbara Lewis Garrett	Dept. of Social Services	5/6/2021
Joseph Mele	Dept. of Social Services	4/13/2021
Gladys Mills	Department of Education	6/7/2021
Elton O'Bryan	Finance Administration	6/24/2021
Lucretia Powell	Dept. of Social Services	6/30/2021
Hazel Racks	NYC Housing Authority	6/8/2021
Susan Reddick	Police Department	6/11/2021
Carmen Rossi	Department of Education	6/24/2021
Gladys Sampson	NYC Housing Authority	5/17/2021
Heddy Schlackman	Health + Hospital Corp.	6/14/2021
Colleen Tates	Kings County Hospital Center	5/1/2021
Cynthia Waterman Boyce	Bellevue Hospital	6/2/2021
Gloria Wharton	Dept. of Transportation	5/12/2021

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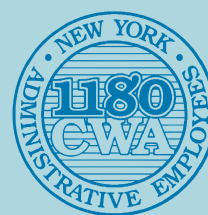


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Communications Workers of America, AFL-CIO
6 Harrison Street, 4th Floor, New York, NY 10013-2898

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Security Benefits for Active and Retiree Members:
212.966.5353

Claim Forms Hotline: 212.925.1091

Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882

Retiree Benefits: 888.966.5353

Executive Board

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

Members-at-Large

Teesha Foreman, Ranston Foster,
Denise Gilliam, Helen S. Jarrett,
Debra Paylor, Rosario Roman, Gregory Smith,
Venus Williams, Hazel O. Worley

Communications Director

Communique Editor/Designer

Marci Rosenblum • Tricomm Creative, Inc.

www.tricommcreative.com

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Gerald Brown, Gloria Middleton

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Ron Koff • ron.koff@dg3.com

UPDATE

YOUR INFORMATION ON FILE WITH LOCAL 1180

Members are encouraged to log into their Member Management Portal (MMP) and verify that the information CWA Local 1180 has on record is accurate.

If all of your personal information (home address, home and cell phone numbers, personal and work emails, beneficiary information) is accurate, no further action is required.

If any of your information is incorrect, please update it within your portal while you are logged in.

It is particularly important that Local 1180 have an accurate personal email and cell phone number on file as this is how we contact members with important benefit and other updates that cannot be sent to a work email address.

If you need to update your beneficiary information, please fill out this form and return to us via email, fax, or regular mail.

If you have any questions, please don't hesitate to contact benefits@cwa1180.org or call 212.966.5353. ■

Enhance Your Career & Get Ahead With

New Professional Development Program

Local 1180 members can now take advantage of the Adult Education Reimbursement Program right from the comfort of their own homes with a special program the union has established with Pryor Learning.

Second Vice President Gerald Brown said members have been asking for some time if the union could offer educational courses online instead of in-person.

"We have been trying to find a way to keep up with technological advances and meet the needs of our membership who want online learning while still offering in-person classes for those who prefer that route," Brown said. "With this new program, members will have access to thousands of courses that we would be unable to offer at the local directly."

Local 1180 offers course reimbursement of up to \$200 per calendar year for qualified, dues-paying members. With this new enhanced benefit, members enroll in one, Live Online Seminar for \$199, get reimbursed that amount through the Union's adult education reimbursement program after meeting all reimbursement requirements, and then have access for one full year to the Pryor+ program of more than 5,000 courses at no additional cost.

Since the live, online seminars typically are offered during the work day, Brown said members will need to request release time from their supervisors for educational enhancement training or use their leave time.

"It would probably be better for members to find a course online that they are interested in taking, check what days and times it is available, request the time off, and then register for the class once that approval has been received," Brown said. "The Pryor Learning program is such an amazing opportunity for our members and we are glad to be able to have come up with a way to allow everyone to take advantage of a full year's worth of courses for free after taking the one required live, online career-enhancement seminar."

He said dozens of Local 1180 members already have signed up for the Pryor Learning program after it was initially announced in late June. This is an ongoing benefit, so qualified members can take advantage and enroll at any time.

Follow these five easy steps to enroll with Pryor Learning and receive your tuition reimbursement.

1. Choose one Live Online Seminar from the list of more than 75 job-related and/or job-advancement available options that you can find by going to <https://bit.ly/3izPv65>. The fee is \$199 for the seminar. Once you register and pay for this one seminar, you also get access to the Pryor+ program of more than 5,000 courses FREE for one year. You can find that list of 5,000 courses by going to <https://bit.ly/3Ay2IYR>
2. Call Local 1180's dedicated contact Kris Kolander at Pryor Learning — 913.967.8834 — to enroll.
3. Provide your personal email address, cell phone number, and method of payment. Retain a copy of that payment receipt for your Local 1180 Education Fund reimbursement.
4. Within 48 hours of when your selected class begins, you will receive a Pryor Welcome email with your log-in information that will enable you to begin your professional development journey.

Once you complete the Live Job-Related or Job-Enhancement Online Seminar you signed up for, you will be able to print out your CEU Certificate and submit that, along with receipt of payment and Union reimbursement form, to benefits@cwa1180.org for reimbursement of the \$199 as part of the Local 1180 Adult Education Reimbursement Program. ■

