

COMMUNIQUE

June 2021 Primary

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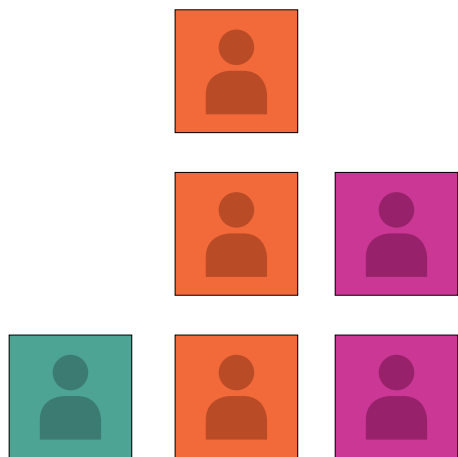
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You Hold the
POWER

VOTE



Ranked Choice Voting

Kicks In for 2021 Elections

When New York City residents head to the polls for the June 22 primary election, they won't be casting their vote for just one candidate per position, but rather multiple candidates. Ranked Choice Voting, which was approved by 73.5% of voters in 2019, took effect this year and will be used to elect the Mayor, Public Advocate, Comptroller, Borough Presidents, and City Council.

Instead of choosing their one favorite candidate, voters will have the option of ranking up to five in order of preference in New York City elections. The candidates for each office will appear in rows on the left side of the ballot, and each column will be labeled first through fifth choice. Voters will indicate a preference next to each candidate, and have the option of leaving some blank. This process will not be used in the November General Election.

At the close of election day, all first choice votes are counted. The candidate receiving more than 50% of the votes wins. If no candidate receives more than 50% of the first choice votes, the race moves to round two with the candidate receiving the least number of votes being eliminated. If a voter's first choice candidate is eliminated, the second choice vote is counted and added to the candidate's total. This process continues until there is a winner.

That process can be slow, and painful, especially for the candidates. Just ask newly elected New York City Council District 31 Council Member Selvena Brooks-Powers.

The Feb. 23 election for the Queens district was held when incumbent Donovan Richards was elected Queens Borough President last year. It wasn't until March 18, three weeks after the actual election — and nine rounds of counting — that Brooks-Powers was declared the winner with just slightly more than the required 50% — 51.6% to be exact.

Ranked Choice Voting (RCV) worked just as it was supposed to, eliminating the need for an expensive run-off election between two candidates in such a close race. Prior to RCV, a runoff election would have occurred in any citywide office when no candidate took 40% of the vote, a law that has been on the books for decades.

Local 1180 Second Vice President and Political Director Gerald Brown said that RCV gives voters a larger say in who gets elected.

"No vote is considered wasted if a voter's first-choice candidate is not elected," Brown said. "In this situation, their second-choice vote is then added on to that candidate's tally. This changes the entire process of running for office as candidates now need to make sure they are reaching out to everyone, even voters they know will not choose them first. The process seems more complicated than it really is, but will actually open up elections to a more diverse group of potential candidates."

Local 1180 already has run multiple Ranked Choice Voting seminars for members to detail the process and answer questions about how to vote in the upcoming primary.

According to the New York City Campaign Finance Board (CFB), 17 cities and the state of Maine already use Ranked Choice Voting — as does the Academy Awards. With the process-of-elimination method, the CFB predicts that final results in Ranked Choice elections will not be known until all absentee and military ballots are tallied.

The process can be tedious, as in the case of Brooks-Powers where the first day of counting reportedly lasted nine hours, with Board of Election workers only making it through the first round before the day's end. This race was the second in New York City this year to use RCV. The first was also a City Council election in District 24 for James Gennaro — a former Local 1180 member — that ended with a winner on election night who garnered more than 50% of the vote.

By the June primaries, the New York City Board of Elections expects the State Board will have approved software to automatically complete the tabulations. That way, Board of Election workers won't have to manually make their way through any of the myriad races happening that could end up with multiple rounds of counting.

Voters who cast ballots in person will be notified by the voting machine if they give multiple candidates the same ranking, or submit a completely blank ballot once the ballot is scanned. If a mistake is detected, voters can ask a poll worker for a new ballot. The voting machine will not let voters know if they skip rankings or rank the same candidate multiple times.

In addition to saving New York City an estimated \$20 million for each election cycle that would have required a runoff, research shows the new voting system tends to make campaigns less negative and encourages more women and nonwhite candidates to run.



Learn More By Watching This Video

vote.nyc/page/ranked-choice-voting

Brown said ranking a backup candidate will not negatively impact a voter's first choice candidate. Your second choice will only count if your first choice candidate is eliminated. "If your first choice candidate has no chance of winning, by ranking a second choice, that candidate's chances improve greatly," he said. "Basically, your first choice should be the candidate you love and want to win. Your second choice is the candidate you like; third- and fourth-place rankings would be adequate, and your fifth choice would be a tolerable candidate."

The new voting system also encourages more women and minorities who typically have a more difficult time raising campaign funds, to run for public office as RCV eliminates the need for any possible and costly run-off election.

President Gloria Middleton said Local 1180 has been working for years to get more women into office, but that the cost and time associated with running a campaign have been major deterrents.

"Knowing that there will be only one election will hopefully draw more women and minorities into the political arena. The costs in general, and definitely the time factor to successfully win a race, play significant roles in why politics is more male-centric," Middleton said. "Ranked-Choice Voting should help level that playing field to some degree."

In the 121 municipal election races since 2009, more than three-quarters had several candidates, and only one third of races had a candidate winning more than 50% of the vote, with most races having a winner with no majority. In this year's City Council primary election in June, there are more than 450 candidates, which is bound to throw at least one district into multiple rounds of counting until a winner is declared.

Brown said the most important things to remember in Ranked-Choice Voting are not to rank the same candidate more than once, and be careful not to rank more than one candidate in the same spot, which will invalidate a ballot.

New York City voters registered with a political party can vote in that party's primary election on June 22, or during the early voting period of June 12-20. In addition to the race for Mayor, voters will also be ranking candidates for Borough President, City Comptroller, Public Advocate, and City Council. While Local 1180 has made endorsements in District Attorney races, Ranked-Choice Voting will not be used because they are county races. ■

For a complete listing of all candidates being endorsed by Local 1180, please see page 4.

Q

What if I don't want to rank all the candidates?

A You do not have to rank all five. You can rank as many or as few candidates (up to 5) as you like. If you choose to vote for only one candidate, just leave the other columns blank.

Q

If I rank other candidates, does it affect my first choice?

A Ranking other candidates does not affect your first choice. Only your first choice is counted in Round 1. Your second, third, and other choices will be considered only if your first-choice candidate does not win.

Q

Under what circumstances can my first choice be eliminated?

A If no candidate receives more than 50% of first-choice votes, the last-place candidate is eliminated. If your first choice is eliminated, your next choice will be counted. The process of elimination continues until there is a winner.

Q

If I really want my first-choice candidate to win, should I rank that candidate in all 5 spots?

A No. Your vote can count **ONLY ONCE** for your first choice. If you rank the same candidate first, second, and third, it is the same as leaving the second and third choices blank.

Q

Can I give multiple candidates the same ranking?

A No. If you give multiple candidates the same ranking, this is called an "over-vote". Your vote in that rank, and later ranks, cannot be counted.

Q

Is Ranked-Choice Voting going to be used in every election?

A RCV is used only for NYC municipal offices like Mayor, Public Advocate, Borough President, and City Council. It will not be used in any District Attorney races, as DAs technically occupy state offices. It also will not be used in federal or statewide elections.

Q

Is the Ranked-Choice Ballot accessible?

A Yes, the ranked choice ballot is compatible with the ballot marking devices, as well as the accessible version of the absentee ballot.

Q

How do I vote for a write-in candidate?

A To vote for a candidate whose name is not on the ballot, write the name on the "Write-in" line, and fill in an oval to rank your choice.

Q

Why now?

A In a 2019 ballot measure, 73.5% of New York City Voters voted yes for Ranked-Choice Voting.

June 22 Primary

ENDORSEMENTS

CITYWIDE	
Mayor	Scott Stringer
Comptroller	Brian Benjamin
Public Advocate	Jumaane Williams
DISTRICT ATTORNEY	
Bronx County	Darcel Clark
Kings County	Eric Gonzalez
New York County	Alvin Bragg
Queens County	Melinda Katz
Richmond County	Michael McMahon
BOROUGH PRESIDENT	
Manhattan	Mark Levine
Queens	Donovan Richards
Bronx	Vanessa Gibson
CITY COUNCIL — MANHATTAN	
District 2	Carlina Rivera
District 4	Keith Powers
District 6	Gayle Brewer
District 8	Diana Ayala
District 9	Bill Perkins

CITY COUNCIL — BRONX	
District 11	Eric Dinowitz
District 12	Kevin Riley
District 13	Marjorie Velazquez
District 16	Althea Stevens
District 17	Rafael Salamanca, Jr.
District 18	Amanda Farias
CITY COUNCIL — QUEENS	
District 19	Austin Shafran
District 21	Francisco Moya
District 22	Tiffany Caban
District 24	James Gennaro
District 28	Adrienne E. Adams
District 29	Lynn Schulman
District 31	Selvena Brooks-Powers
CITY COUNCIL — BROOKLYN	
District 36	Henry Butler
District 41	Alicka Ampry-Samuel
District 43	Justin Brannan
District 45	Farah N. Lewis
District 47	Ari Kagan

Additional endorsements for the June 22 Primary will be forthcoming in the next month. Please watch our website at www.cwa1180.org, and follow us on social media for the latest information.

JUNE 22 PRIMARY ELECTION DEADLINES	
May 28	Deadline for application to register to vote to be postmarked and received by Board of Elections
June 2	Deadline for Board of Elections to receive applications to register to vote
June 2	Deadline to file change of address from registered voters at Board of Elections
June 15	Last day to postmark an application or letter of application by mail, or send an email or fax for an absentee ballot
June 21	Last day to apply IN-PERSON for absentee ballot
June 22	Last day to postmark ballot. Must be received by the local board of elections no later than June 29
June 22	Last day to deliver ballot IN-PERSON to the local board of elections (by someone other than the voter)

Am I Registered to Vote? www.nycvotersearch.com

Register to Vote: vote.nyc/page/register-vote

Find My Local Board of Elections: vote.nyc/page/contact-us

Request an Absentee Ballot: vote.nyc/page/absentee-voting-0

Understanding the Ballot: vote.nyc/page/understanding-ballot

Learn More About Ranked-Choice Voting: vote.nyc/page/ranked-choice-voting



GLORIA MIDDLETON

President

Hate in Any Form is Unacceptable

As we continue to listen to the news and scroll through our social media accounts, we continually see story after story about hate crimes being committed. Most recently, there have been disgusting and deplorable hate crimes against Asian and Pacific Asian Americans.

This country was founded on a class system that has evolved through centuries of existence where one group of people has consistently been deemed less than another. Through it all, the white male has always been the top of the class structure.

The Constitution was written for the rights of white, European males. Women were not included. Indigenous people were not included. The slaves taken from various countries of Africa and the Caribbean certainly were not included.

Throughout centuries of fighting for the rights of women and Black Americans, as well as some restitution to the Indigenous people, amendments to the Constitution were made so there would be a more inclusive union and more equality.

Well, that equality just has not happened. Our country's class system is just as bad as ever, and bigotry, antisemitism, and hate abound. The implicit bias that exists, whether

wrong-doing of one Black American, and we cannot hold accountable the entire Jewish community because one sect broke mandated COVID social gathering restrictions.

This continual hate is a way to divide the minorities of this country. As we witnessed the George Floyd murder in the middle of a pandemic, we saw people of all races, creeds, and sexual orientations standing together around the world in a sign of unity and solidarity against hate crimes. As a collective whole, we found our humanity for a short while. It gave us hope at a time when the world had stopped and people had been in lockdown for months. We came together in the streets, marching and chanting "Black Lives Matter", calling for a change in policing and how arrests of Black people are conducted. While laws were introduced immediately to invoke change on how law enforcement should handle arrests, we are still waiting unfortunately for the Senate to take action.

In the meantime, crimes against Asian Americans are escalating by the minute, part of a surge in abuse since the start of the pandemic more than a year ago. Asian Americans are spit on, verbally harassed, and physically beaten for no other reason than being Asian. Thousands of cases of hate crimes against Asians have been reported since the start of the coronavirus outbreak.

In fact, at the end of last year, the United Nations issued a report showing racially motivated violence and other hate incidents against Asian Americans are at "an alarming level". Another report said that the New York City hate crimes task force investigated 27 incidents against Asian Americans in 2020, nine times more than the year prior.

But that isn't the only group under attack. The Jewish community is constantly berated for simply being Jewish. When a young Hasidic couple and their baby were strolling through lower Manhattan in early April, they were heinously attacked because of anti-Semitic hatred, and all three required stitches.

A report released by the FBI in Nov. 2020 shows there was an almost 7% increase in religion-based hate crimes, with 953 reports of crimes targeting Jews and Jewish institutions, up from 835 the year before.

Of course, we can't talk about hate crimes and not include those targeted at Mexicans and other Hispanic groups. For that, we can clearly blame our previous president as he was determined to build a wall on the

border of Mexico and the United States to keep Mexicans from entering our country. "Mexicans are bad," he said, which led to far too many Americans to take out their anger in the form of hate crimes.

The same FBI report indicated that hate crimes in the U.S. have now risen to the highest level in more than a decade, with federal officials recording the highest number of hate-motivated killings since the FBI began collecting that data in the early 1990s.

The real threat, according to statistics, is that in another 20 or so years, white Americans will be the minority in this country. The generations following the baby boomers are much more accepting of the diversity amongst us and are evolving and co-existing in this country like never before. This is a threat to 1% that have been controlling the "media noise" we so often hear.

It's all about divide and conquer. If we can be taught to hate one another then the 1% keep us divided and distracted while they continue to take this country backward by giant leaps. Promoting divisiveness will get us nowhere. Attempts at voter suppression are a way to return us to the Jim Crow era. Controversial topics like a woman's right to choose and gun laws are further attempts to return our country to a time that should remain the past. We need to improve relationships, become a more tolerant nation, invoke an understanding of other cultures, religions, and ethnicities. We have to become more politically active so that together we can create the sound bites that disavow the negativity we witness every day.

If this pandemic taught us anything, it should be that life is precious, that hating someone for no good reason is meaningless, that every day is a gift. Bearing witness to all that has happened in the last 14 months should make us understand that hate in any form is not only unacceptable, but it is a plan to keep us divided.

Let's become a country that embraces the differences among us because after all, each one of us contributes to the melting pot that is America. ■

"Every day is a gift. Bearing witness to all that has happened in the last 14 months should make us understand that hate in any form is not only unacceptable, but it is a plan to keep us divided."

on purpose or by a natural order, of hate for certain groups of people is because this country has failed to tell the true history of the diversity that makes up America.

When our former president spews nonstop that the coronavirus came from China, and condemns that country as the sole source and reason for the pandemic, he is psychologically telling people to blame Asians for the world-wide crisis. Is it any wonder that hate crimes against Asian Americans have escalated during the pandemic?

There is a long history of hate against Asians, going back to the attack on Pearl Harbor. While the coronavirus did start in China, that is no reason to blame every Asian American for causing the pandemic, just as we cannot blame an entire Black community for the

UNION PRESSURE LEADS TO SUCCESSFUL Early Retirement Incentive

Months of pressure by New York City labor unions, including massive letter-writing campaigns, paid off when the State Legislature passed the Early Retirement Incentive (ERI) in early April and Governor Cuomo signed it into law on April 19.

The ERI would allow certain employees covered by NYCERS, TRS, and BERS to retire by increasing their pension benefits either by crediting them with extra years worked or eliminating the pension reduction usually taken when an employee retires before age 55 with 25 years of service.

Chapter 59 of the Laws of 2021 provides the City of New York and the NYC Department of Education (DOE), the **option** to elect an ERI. Eligible members may not file for the ERI until the two entities have elected to participate, established an Open Enrollment Period, and the Open Enrollment begins.

As of now, Mayor de Blasio appears to be on the fence about when and how to implement the ERI. Just prior to the Governor signing the legislation into law, de Blasio was less than encouraging about offering the ERI to city employees. He was quoted as saying he was "very concerned about getting done the work we need done for the people as we try to bring this city back."

Local 1180 President Gloria Middleton said that is a much different tone than the Mayor had last year when he threatened to lay off 22,000 City employees in order to balance his budget.

"He wasn't so concerned then about getting the work done for City residents and continuing to provide the services they expect. Now he's trying to decide if an ERI is something that makes sense?" Middleton said. "The thought process is what doesn't make sense. Laying off 22,000 workers right before the holidays in order to reduce costs is OK, but offering an ERI to those same workers he had no problem getting rid of is not? It's a bit mind boggling."

Labor unions began pushing for the ERI last summer when talk surfaced of 22,000 city workers being laid off unless unions agreed to \$1 billion in savings to deal with a \$9 billion budget gap caused by the impact of the coronavirus. Creative thinking on the part of unions produced the targeted savings by allowing the City to defer payments to unions' benefits funds until Congress provided the City with \$6 billion in much-needed federal aid. The union savings were in exchange for a no-layoff guarantee through June 30, 2021, which the Mayor said would be extended another 12 months until June 30, 2022, if the city received at least \$5 billion in combined state and federal funding above what it previously had been given.

Local 1180 immediately implemented a letter-writing campaign to State Senators and Assembly Members strongly encouraging them to vote for Early Retirement Incentive legislation as a means of avoiding any possible future layoffs. Members signed more than 3,000 letters that were sent to Albany, reminding legislators that unions supported their elections and now needed their support in return.



in a Nutshell

1

ERI has been passed in Albany and signed into law by the Governor

2

The New York City Council has to write and vote on a Local Law for the ERI

3

The Mayor has to sign off on the Local Law

At the April Local 1180 Pension Seminar, NYCERS provided the following quick summary of ERI:

ent ption



The ERI law contains two retirement options, Part A and Part B. The Mayor, however, can deny the ERI to any individual or title deemed "critical" for revenue or public safety reasons. According to NYCERS, if Part A is elected, the Mayor and/or Chancellor will define what titles and individuals in those titles are eligible to apply.

With **Part A**, eligible members are given additional qualifying service credit for up to three years. With **Part B**, eligible members may retire without early retirement reduction factors and are not given additional service credit. Members can apply for only one, and must be in continuous active service (being on the payroll, on leave with pay, or on leave without pay for less than 12 weeks) preceding the Open Enrollment Period.

Eligible members choosing **Part A** must be eligible for service retirement, 50+ years old with 10+ years of service if not otherwise eligible to retire, or in a plan that allows for retirement at 25 years of service, regardless of age. In this case, the additional service credit provided by Part A of the ERI may be used to reach the required 25 years.

Eligible members choosing **Part B** must be at least 55 years old and have 25+ years of creditable service.

The NYCERS website defines the ERI benefit for **Part A** as one month of additional service credit per year of pension service with a maximum additional service credit of three years. Early retirement age reduction factors will apply differently based on a member's tier, with age reductions prorated for partial years.

Tier 1: 5% per year prior to age 55

Tier 2:

- Members 55 or older with 30 or more years of service: no reduction
- **55/25:** 5% per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction
- **Basic Tier 2 — 62/5:** 6% reduction for each year for ages 60-62; additional 3% each year from ages 55-60. Members with 30 or more years of service: Additional 5% reduction for each year prior to age 55

Tier 4:

- **62/5:** 6% reduction for each year for ages 60-62; additional 3% each year from ages 55-60. Members with 30 or more years of service: Additional 5% reduction for each year prior to age 55
- **57/5:** 1/30 for first two years prior to age 57; additional 1/20 per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction
- **55/25:** 5% per year prior to age 55. Members with more than 25 years of service in a physically taxing title: no reduction

With the **Part B** option, eligible members can retire with an unreduced benefit. Part B does not provide additional service credit.

If approved by the Mayor, the ERI in NYCERS cannot start before June 30, 2021, and cannot end later than Oct. 31, 2021. The ERI in TRS cannot start before April 1, 2021, and end no later than Aug. 3, 2021. The open application period for both is expected to be 90 days, with a mandatory 14-day notification from members. All pension members would retire under the rules of their current tier and plan.

For City employees, a Local Law must be passed by the City Council and signed by the Mayor stating that the city is electing to participate in the ERI by June 30, 2021. For NYC DOE employees, a resolution must be passed by the Board of Education and signed by the Chancellor electing to participate in the ERI by May 31, 2021. ■

ALL INFORMATION IS FROM NYCERS. LOCAL 1180 CURRENTLY HAS NO ADDITIONAL INFORMATION.

4

Agencies have to recommend to the Mayor which employees they would offer the ERI

5

Employees offered the ERI have to decide to accept or reject the offer

6

Agencies will have NYCERS give ERI information to all those taking the ERI

7

Individuals taking the ERI would have to apply for NYCERS retirement and be off payroll by Oct. 31, 2021

FIGHTING VOTER SUPPRESSION THROUGHOUT HISTORY

VOTE

SUPPORTERS

By Marci Rosenblum, Communications Director

Voter suppression has been part of the political arena ever since this country was founded. From Jim Crow laws through the Voting Rights Act of 1965, and even today, voters — and particularly communities of color — have been disenfranchised in so many different ways.

Efforts to suppress the African American vote clearly are nothing new. After African Americans were brought to the New World as slaves, African American disenfranchisement was common, encouraged, and widely accepted. Hundreds of years later, America should be a different country. Yet, voter suppression is returning with a vengeance.

When slavery was abolished after the Civil War, the 15th Amendment banned racial voting restrictions, but left states free to bar African American voters for other reasons. While the 15th Amendment granting African American men the right to vote was adopted into the U.S. Constitution on Feb. 26, 1869, Jim Crow laws in the early 1900s were purposely passed in the south to suppress African American and poor white votes by instituting measures such as poll taxes, which neither group could pay, and literacy tests, which they couldn't pass.

It wasn't until the Voting Rights Act of 1965 that legal barriers were outlawed at the state and local levels, and voting was opened up to everyone, despite race, religion, creed, or gender.

In the last decade, however, this country has seen a resurgence of efforts to eradicate voting rights for millions of Americans. Even constitutional amendments and landmark legislation don't seem to make a difference.

Barack Obama's 2008 election was the first presidential race in American history in which voters of color constituted 25% of the nation's eligible electorate. What followed, however, was a mass uptick in voter suppression efforts. In-person early voting that year drew 7% more African Americans than white voters, which clearly irritated leaders in several states like North Carolina, Ohio, Wisconsin, and Florida that upped their efforts to cut back early in-person voting.

This tactic is just one of the methods now being used to suppress the vote. Others used in the early-to-mid 1900s by white government leaders to keep African Americans from voting also are on the rise. Since 2008, several states have passed measures, including cuts to early voting, voter ID laws, and purges of voter rolls, to make it harder for Americans—particularly African American people, the elderly, students, and people with disabilities—to cast a ballot.

Fast forward to the 2020 presidential election, which saw more than 160 million votes cast, shattering the record for the most voters in American history to ever participate

in an election. In seven of the 10 states where turnout rose the most, elections were conducted entirely or mostly by mail. The percentage of African American voters casting ballots by mail more than doubled from about 18% in 2016, to an estimated 38% in 2020.

While some of this increase most likely is attributable to the COVID-19 pandemic, the balance is thanks to President Trump, often referred to as the "most racist president in modern history," who used discriminatory rhetoric and created policies that marginalized people of color. Trump allies even went to court to defend a restrictive voter-ID law and make it more difficult for voters to correct mistakes on mail-in ballots, both of which have been shown to disproportionately affect African American voters.

More than five decades after the Voting Rights Act opened up the doors to many whose voices were previously silenced, America is watching a rerun of a bad movie.

Administrative Manager Marilynn Gipson has lived through both episodes. In the late 1960s, just a few years after passage of the Voting Rights Act, Gipson reached the age at which she could register to vote. At the time, she was living in the deep south, a rural Georgia town called Benevolence that has since officially been dissolved. Along with her older sister, mother, grandparents, and great-grandparents, Gipson headed to the neighboring town of Cuthbert to cast her first vote.

"We were just a one-horse town and we didn't have any voting places," Gipson said. "Even though the Voting Rights Act had passed, Jim Crow laws were still alive and well in the south. Black folks had colored toilets, colored bathrooms, and colored stools. It was small-town America and they were putting up obstacles all the time to keep Blacks in their place."

The biggest problem, Gipson said, was "Black folks trying to get registered to vote. The state wouldn't allow Blacks to register or to vote because they couldn't get it through their thick heads that we were allowed to."

She and her family all were able to vote that day, but not everyone was as lucky. Officials randomly decided which Blacks were granted permission, often based on whether they knew you or their mood. Proof of identification was scarce at the time, because most Blacks could not provide a birth certificate or any other form of ID. Gipson said it took her family "five or six times before we all got registered" although she was successful on her second attempt.



R

STORM

"My family doesn't have birth certificates because at that time, the state of Georgia wasn't registering Black births," Gipson said. "When my mother would go to do any business, she walked with her marriage license and her children's birth certificates because she didn't have one. My grandparents didn't have any and my great grandmother didn't have one."

Literacy tests and poll taxes, in addition to the lack of available ID, are what kept so many Blacks from being allowed to register.

Gipson recalled some of the literacy test questions: How many bubbles are there in a bar of soap? How many jelly beans are in the jar on the desk? How many black jelly beans are in the jelly bean jar?

"Even though the Voting Rights Act had passed, Jim Crow laws were still alive and well in the south. Black folks had colored toilets, colored bathrooms, and colored stools. It was small-town America and they were putting up obstacles all the time to keep Blacks in their place."

Basically, the literacy test had nothing to do with actually being able to read because, as Gipson said, Blacks were expected to also know the "answers" to the questions that were impossible for anyone, regardless of color, to actually know. In addition, Black males over the age of 18 had to pay a poll tax, and show proof of payment, prior to registering. Of course, the taxes were levied without reference to income or resources, and were randomly assigned in value.

Her first voting experience involved dropping her ballot in the "Negro" box, rather than the box reserved for "white folks. So whether our votes actually got counted or not, we are just thinking about that now because they probably didn't get included."

Today, these same, or similar, forms of voter suppression are on the rise.

"Trump sent people into Fulton County [Georgia], which is mostly Black, and said 'get me 11,000 votes'. He didn't care if they were miscounted, thrown out, or destroyed. He just wanted 11,000 votes against him to vanish," Gipson said.

And she's right. The 2020 presidential election was by far one of the most contentious in recent history, with Trump claiming long after Election Day that the election was stolen from him because of fraud, while he himself was the one pushing state leaders to commit voting crimes by making ballots disappear.

"Look at [Georgia Governor] Kemp and all the Republican governors and they are all asking for IDs now. They know exactly what they are doing and they are trying to keep Blacks from voting," Gipson said. "It's a return to the Jim Crow days. State laws overrule the Voting Rights Act. They are all trying to go back to state rights, which is just another form of discrimination. That's all it is."

Despite all that, Black Americans still are heading to the polls in larger numbers than ever, as was evidenced in both the 2008 Obama election and the 2020 Trump/Biden faceoff.

"Blacks are voting because they know what it's like not to vote and they know what it's like to live under Jim Crow," Gipson said.

Gipson, who has not missed voting in any local, state, or national election, or primary, since she first registered, is horrified but what she sees taking place now, particularly in her home state of Georgia.

Georgia's Gov. Kemp, first elected in 2019, is one of the clearest examples of white supremacy rearing its ugly head. In March, he signed a hastily passed voter suppression law — and did so in front of a painting of Callaway Plantation where more than 100 Black people had been enslaved — with six white men looking on. As if the painting and the group of white men weren't strong enough reminders of Georgia's white racist history, when Rep. Park Cannon, a Black female Georgia legislator knocked on the Governor's door in hopes of watching the bill signing, she was reportedly dragged away and arrested by state troopers.

The legislation being signed into law? It criminalizes handing out water to thirsty voters waiting on Georgia's often hours-long voter lines.

"The Republicans and all of those hate groups are trying to move us back to the Jim Crow days, trying to keep Jim Crow alive. You hear on the late night shows, they talk openly about America being for Caucasians and Caucasians only," Gipson said. "It's going to be a long time before Trump and those hate groups can be put down for good, and now you have the whole Republican party trying to bring us back to a time that should stay in the past."

Gipson, along with a large percentage of America, blames the rise of suppression and hate crimes on President Trump.

"I look at everything that Trump did and the rise of the rise of Hitler. Trump has mirrored him in every fashion. He hasn't missed a lick. While Trump is not the president today, he's not gone either, just like Hitler wasn't gone," she said. "Trump and the Republicans want an all-white America."

In further attempts to invoke suppression, Kemp and the Republican-led state Legislature passed a lengthy bill with little debate that limits easy-access drop boxes for ballots and places onerous voter-ID restrictions on voting by mail — moves that will disproportionately impact Black voters.

FIGHTING **VOTER** SUPPRESSION

"We're going to keep voting because we know what they are trying to do and we aren't going to let it happen," Gipson said.

While many southern states are doing their best to return to the Jim Crow era, New York has passed a law to give voting rights back to some New Yorkers. The legislation allows formerly incarcerated individuals now out on parole, a great percentage of whom are Black, the opportunity to register upon release and to vote in future elections.

"This bill is a giant step forward in reducing voter suppression in New York," said **President Gloria Middleton**. "Voter suppression has been on the rise for years, particularly in communities of color and unfortunately, a large percentage of those on parole are from these communities. Those newly paroled individuals are trying to regain their lives and start over. Voting is one of the basic fundamental rights guaranteed to all Americans, which is why this law is so vital."

Previously, New York's Election Law prohibited some individuals who had completed their prison terms from voting. As a result, more than 30,000 New Yorkers were barred from voting at any time until 2018, when Gov. Cuomo began using his pardon power to restore their voting rights. This new law will make their voting rights permanent.

Come this November, when voters head to the polls on Election Day, they will have the chance to fundamentally expand voting access with two state constitutional amendments that will appear on the ballot. One would establish same-day voter registration and the other would allow for no-excuse absentee ballots. The November referendums are the final step, according to state law, to amending the constitution.

Since 2015, New York City voters faced an illegal voter purge that removed more than 200,000 voters from the rolls. Same-day voter registration would resolve many of these problems that often prevent someone from casting a ballot because their name does not appear on the voting books.

Middleton said that while so many states across the country are suppressing voter rights, New York at least is taking steps in the right direction to remedy decades of wrong-doing.

The second November referendum would allow for no-excuse absentee ballots, which would let people vote by mail without needing a reason. Currently, voters requesting an absentee ballot need to explain why they cannot vote in person.

Middleton said no-excuse absentee ballots would go a long way toward getting more people to vote. The perfect example is last year's presidential election during the COVID-19 pandemic where the NYC Board of Elections received a record-breaking 700,000 absentee ballots.

"Often people say they are going to vote after work, or after an appointment, and then they get held up to the point they never make it to the polls," she said. "While it's your right to vote, it's not always so easy or convenient to vote. Being able to vote absentee without providing a reason will make the process much easier."

Late last year, the state also implemented automatic voter registration (AVR). Eligible voters now will automatically be registered when they interact with multiple state and city agencies that already collect the information required by the State Board of Elections. Those agencies covered by the law are the Department of Motor Vehicles, Department of Health, the Office of Temporary and Disability Assistance, Department of Labor, Office of Vocational and Educational Services for Individuals with Disabilities, county and city Departments of Social Services, and the New York City Housing Authority.

New York is now the 19th state making AVR the default option, requiring people who are eligible to vote to opt out if they do not want to register, instead of opting in.

"New York State has recognized that years of voter suppression are just wrong," Middleton said. "Voting is one of the fundamental rights of being an American, yet so many states are doing everything in their power to return this country to the years of Jim Crow Laws."

The state also is looking at adding more early voting sites and giving local Boards of Elections the right to process absentee ballots on a rolling basis when they arrive, and begin actually counting these ballots three hours before the polls close at 9 p.m.

The high level of recent voter engagement, particularly amongst African Americans, has renewed Republican efforts to make sure only certain people have access to the ballot box. Dozens of states with Republican legislatures are using the "concerns" of voter fraud and ballot security to consider restricting the voting methods that helped millions of voters cast ballots during the pandemic.

"This is a clear example of voter suppression that we have seen before and will continue to see unless our country fully imposes the Voting Rights Act," Middleton said. "When people of color start voting in higher numbers, it triggers a panic button and a return to voter suppression is the result." ■

COMMON FORMS OF VOTER SUPPRESSION YOU MIGHT NOT KNOW EXIST

- Strict voter photo ID laws
- Closing of DMVs in strict voter ID law states
- Failure to accept government-issued state, university, and college student IDs
- No early voting; early voting cuts in days/hours
- Harsh requirements/punishments for voter registration groups
- Racial gerrymandering
- Harsh voter registration compliance deadlines
- Failure to timely process voter registrations
- Cuts to Election Day (Same Day) registration
- Polling place reductions, consolidations, relocations
- Inadequate or poorly trained staffing at polls
- Inadequate number of functioning machines, optical scanners, or electronic polling books
- Running out of ballots at polling sites
- No paper ballots
- Not accepting Native American tribal IDs; not placing polling sites on Native American land
- Refusal to place polling sites on college campuses
- Inadequate public transportation to polling sites
- Excessive Voter purging
- Disparate racial treatment at polling sites
- Student voting restrictions
- Residency restrictions
- Requiring Payment of Fines or Fees As Condition of Vote Restoration
- Excessive use of inactive voter lists
- Language discrimination
- Lack of language-accessible materials
- Failure to accommodate voters with disabilities
- Barriers to assistance by family members or others for voters
- Deceptive practices, fliers, robocalls
- Voter intimidation
- Impersonating law enforcement personnel or immigration officers
- Creating polling place confusion by splitting African American precincts
- Barriers for homeless voters to register
- Voter challengers at polls
- Absentee ballot short return deadlines
- Exact match requirements for signatures
- Complicated absentee ballot requirements
- Proof of citizenship laws
- Failure to pre-register 17 year olds
- Restrictions on straight-party voting
- DOJ demanding voter records
- Employers not providing time off/enough time
- Long lines

M-3 Technology Scholarship Winners

Praise Union for Finding Ways to Help Members



**Earlene Powell's
Granddaughter Natasha**



**Lillian Becker and her daughter
Victoria**



**Ava S. George and her son
Amani Daniel**

M-3 Technology, a Local 1180 vendor of insurance programs and services, awarded \$1,000 scholarships to members and family members who applied via an application sent out by the company.

Administrative Manager Earlene Powell is one of the members who applied and received a scholarship for her granddaughter Natasha.

"I applied because of the needed financial assistance with college tuition to help fulfill my granddaughter's dreams of majoring in Criminal Justice," Powell said. "The cost of tuition and books are overwhelming and winning the scholarship was so encouraging and exciting for my granddaughter. I wish you could see the smile on her face. Just to think this is a benefit offered from my union is amazing. I am grateful to M3 Technology and CWA 1180 for this wonderful opportunity for our children and grandchildren."

Administrative Manager Maxine Brown also applied for and received one of the scholarships for her nephew Bradley Vendryes.

"I attended a General Membership meeting where M-3 Technology made a presentation to scholarship awardees. The presenter said scholarships were available not just for your children, but also for nieces and nephews. I made sure to pick up a form because I knew my nephew, who is like a son to me, was on the verge of leaving high school and had plans to attend college," Brown said. "I knew he would need to tap into any type of financial assistance he could access."

"I find that CWA 1180 is a union that really crafts ways to help its members. This benefit does not only help your immediate family, but extends to family members you deeply care about and have an interest in their long-term achievement," she said. "For my nephew, this benefit is helping him as a Black man in America to achieve his educational goal to become one of 'The Talented Tenth!'"

Principal Administrative Associate Lillian Becker agrees that the scholarship made possible by both Local 1180 and M-3 Technology is a tremendous help.

"I am truly thankful for this scholarship for my daughter. She just completed her fourth year in a six-year Doctor of Pharmacy program at the University of Rhode Island. I could not be more proud of her. She is once again on the Dean's List and is also a member of Order of Omega, a honor society for members of Greek organizations. All of this, as she works part time at CVS as a pharmacy intern," Becker said.

"This year in December she became part of history and was part of the CVS Vaccine Team, giving the first vaccines to patients and staff at long-term health care facilities in New York while she was home on winter break," she said. "This scholarship was put right in the

bank for tuition payment for her Fall 2021 semester. It is a tremendous help and Victoria and I are both extremely grateful and thankful for this M-3 Scholarship and to CWA 1180. Thank You, Thank You, Thank You."

Administrative Manager Ava S. George said the scholarship will help her son fulfill his dream of becoming an engineer.

"Based on my love of learning, I applied for the M-3 scholarship so that I can help my son achieve his long-term goals. By furthering his education, he can make a difference in his community, and this scholarship will absolutely be the difference-maker when it comes to affording the education he needs to do that," George said.

"It's no secret that the cost of college is rising, and the more competitive the school, the more it can charge. More students and families are struggling to afford college this year due to the pandemic. The cost of a four-year college or university is the highest it has ever been. The M-3 scholarship awarded will only push him further toward his engineering degree. I feel blessed that he was given the opportunity to be awarded the M-3 scholarship to help fulfill his dream, and to prove that he has what it takes to not only be a successful student, but an outstanding engineer," she said.

The M-3 scholarship money was used to purchase books, pay tuition, and buy school supplies. This is another benefit that is provided by our Union CWA Local 1180, to help its members and their loved ones.

Congratulations to the following scholarship winners:

Member

Lillian Becker
Amica Benjamin
Dominique Bullock
Ava S. George
Carletha Howard
Augusto Miguel Honrado
Patti Jacobs
Earlene Powell
Maxine Brown
Cynthia Wade

Scholarship Winner

Victoria Becker (Daughter)
Self
Self
Amani Daniel (Son)
Ryver Flemming (Niece)
Self
Self
Natasha Powell (Granddaughter)
Bradley Vendryes (Nephew)
Self



GERALD BROWN

Second Vice President

Education, Census & E+E Exams

Eligible CWA Local 1180 members wanting to enhance their job-related skills now will be able to apply for an increased benefit. Beginning Jan. 1, 2021, Local 1180 doubled the adult education reimbursement benefit to \$200 per calendar year.

This additional funding will go a long way toward helping members who want to take job-related courses to help themselves advance on the job.

The reimbursement benefit can be used in the following three primary academic arenas:

1. Adult education courses offered by education and training vendors and schools of continuing education in colleges and universities;
2. Adult education courses offered by DCAS of the City of New York; and
3. Adult education conferences.

For years, members have been asking for specific courses that met their individual needs. However, when we attempted to do so, attendance was sparse as others did not have the same or similar interests.

This benefit now allows members to shop for specific courses of interest, and choose different courses each year based on changing training needs. While all of this will be helpful for a great majority of our members, it will be particularly useful for our H+H members when certifications are needed.

We are excited to announce a partnership Local 1180 is developing with an online adult training program by Fred Pryor, which offers 20+ business training categories ranging from Computer Skills & Software, Human Resources, and Management, to OSHA & Workplace Safety and so much more.

Pryor offers both professional credit and certification based on the course. We are finalizing the details now and will be providing an adult education webinar as soon as everything is in place that will delve into all the program's details and how to register for any of their more than 17,000 courses.

E+E EXAMS

DCAS has advised Local 1180 that it is planning to open filing for the Administrative Manager exam from June 2-22, 2021. The exam will be offered as both Promotional (#1552) and Open Competitive (#1195), and will be administered as an EEE (Education Experience Exam).

Please note, the EEE is part of the application process. To ensure your exam is

rated, you MUST submit it to DCAS before midnight on June 22, 2021, the last day of filing. However, it would be best not to wait until the last day to file your exam.

Throughout the years, DCAS has simplified the EEE process. Recently, many of you have taken an EEE in other titles, including the most recent PAA exam that was offered as an EEE in Nov. 2020. The process for this Administrative Manager EEE should follow the Principal Administrative Associate EEE.

On June 2, when filing is expected to open, DCAS will issue a Notice of Examination (NOE) that will contain complete details on filing for the exam. DCAS does not issue the NOE in advance of the filing period. That means we will all know the complete details at the same time.

Individuals in the following titles, provided you are certified (not Provisional) in that title and have completed your probation in the title, will be eligible to take the Administrative Manager Promotional EEE: Principal Administrative Associate Levels I, II, and III; Principal Police Communications Technician Levels I, II, and III; Legal Coordinator; Contract Reviewer; and Associate Call Center Representative.

At Local 1180, we will conduct information sessions and provide updates on the exam process as we receive them. In the meantime, visit the DCAS OASys 2.0 website and register to setup an online account if you have not already done so. You will need this account in order to complete the exam process. You can watch this video on How to Apply for Exams.

For those of you taking the examination, we look forward to you having a smooth and rewarding experience filing the application.

Again, please note that at this time, Local 1180 does not have any further information other than what is in this email. As soon as we know more, we will send out an additional notice.

CENSUS RESULTS ARE IN

As you are all aware, Local 1180 spent a majority of last year reminding members to fill out their census questionnaires and explaining the importance of the census results. We received many questions from members regarding the importance of actually filling it out, other than it is required by law.

So many Americans think that filling out the census questionnaire is irrelevant and a waste of time — albeit it took less than 10 minutes.

Well, when it came to New York State, there is drama involved, of course. When the Census

Bureau released the results at the end of April, it turns out that the state lost only one Congressional seat instead of the predicted two. That's because New York actually experienced modest growth in the last decade, up 823,000 people, or 4.2 percent, compared with 2010.

While that might be shocking enough to some, what's even more astounding is that New York was in a position not to lose any seats had we just accounted for 89 more New Yorkers. The state lost one Congressional seat because 89 people in the entire state of New York were not accounted for. In percentages, that's just .00044% short.

The results are being challenged in court. Last year, President Trump cut short by three weeks the time allocated for census counting. With 89 residents making the difference between retaining or losing that one Congressional seat, the state is doing the right thing by challenging the results. In Local 1180 alone, we could have mustered up another 89 members to fill out the questionnaire.

The Census numbers are about more than just retaining Congressional seats. Census figures are used to allocate funding for more than 300 federal programs, including unemployment insurance, job training grants and the Special Supplemental Nutrition Program for Women, Infants and Children.

For those who are interested, the 2020 Census shows the resident population of the United States on April 1, 2020, was 331,449,281. The population increased by 22,703,743 or 7.4% from 308,745,538 in 2010.

Some interesting tidbits from the results:

- The most populous state was California (39,538,223); the least populous was Wyoming (576,851).
- The state that gained the most numerically since the 2010 Census was Texas (up 3,999,944 to 29,145,505).
- The fastest-growing state since the 2010 Census was Utah (up 18.4% to 3,271,616).
- Puerto Rico's resident population was 3,285,874, down 11.8% from 3,725,789 in the 2010 Census.
- Texas will gain two seats in the House of Representatives, five states will gain one seat each (Colorado, Florida, Montana, North Carolina, and Oregon), seven states will lose one seat each (California, Illinois, Michigan, New York, Ohio, Pennsylvania, and West Virginia)

COVID-19: One Year Later

Is It Finally Almost Over?

It's been the longest year in recent history — 12 months, 52 weeks, 8,760 hours, or 525,601 minutes. No matter how you look at it, the first year of the COVID-19 pandemic has changed us all. In a year defined by isolation, loss, stress, and upheaval, every single American has been impacted by a virus that lumped the world into one huge lockdown.

There have been more than 117 million confirmed COVID-19 cases, resulting in 2.6 million deaths around the world. The Local 1180 family is included in that death toll, as the union lost more than a dozen members to the invisible enemy. While lives certainly are the most devastating loss, they are not the only loss. The country lost jobs, kids lost days of school, members lost workdays, everyone lost time with family and friends, and the economy lost most forms of infusion that keep city's running.

Although hard to imagine any good coming from something so bad, it did happen. Governments and businesses learned they can operate effectively in the digital world and continue to function by having employees work from home. Communities and neighborhoods learned to work together to make sure residents were taken care of, had food and water, and remained as connected as possible. There was an increase in the number of online programming

available, such as classes, seminars, and workshops. Even gyms moved many of their classes to an online format. And most of all, pharmaceutical companies collaborated to deliver the world's first two mRNA vaccines to fight COVID-19.

With an increasing number of Americans now vaccinated, or on their way to becoming vaccinated, there is light at the end of the tunnel as both New York City and State are on the brink of reopening.

Gov. Andrew Cuomo announced that most state-mandated capacity restrictions, with a few exceptions, would be lifted on May 19. Sports stadiums and arenas, restaurants, events, museums, gyms, weddings, amusement parks, movie theaters, and even the subway system slowing are returning to a new normal.

Mayor de Blasio said he's planning for New York City to fully reopen by July 1, although he has not indicated if and how COVID protocols, such as wearing masks indoors, still will be mandated. City workers are expected to return to work on restricted schedules before the summer begins.

New coronavirus infections in the United States have dropped to their lowest rate since mid-September 2020. More than half of adults have had at least one shot of vaccine, which are effective at preventing severe illness and death. The federal government

recently even revised the guidelines for vaccinated people, telling them they can stop wearing masks under most circumstances, indoors as well as outdoors.

However, infectious-disease experts have repeatedly made clear that the coronavirus is unlikely to be eradicated so Americans should still be cautious.

Some measures to combat the coronavirus, including booster shots, mask-wearing, and social distancing during winter when respiratory viruses spread more easily, could remain part of our lives for quite some time. With the threat of variants and myriad mutations that may still emerge, the human immune response might not be effective enough.

"The entire population is not completely safe from the coronavirus until the whole world is safe," said President Middleton. "That's why we all still need to be aware of our surroundings and take precautions whenever we can. I know members are concerned about returning to work, but Local 1180 is working with agencies to make sure all safeguards are in place and individual circumstances are taken into consideration when return-to-work schedules are made."

Middleton said that all Local 1180 Staff Reps and Officers are conducting walk-throughs of agency locations before members can return.



RETIREE REPORT

Director's Column



Suzanne E. Beatty, LMSW
Retiree Division Director

For 1180 Members Thinking About Retirement

For some of you out there, this pandemic has made you start thinking about what it would be like to retire sooner rather than later. Of course, there are many things that go into such a decision, such as your eligibility to retire based on your age and number of years of service, as well as your state of health and financial security.

Planning for retirement should start to happen months or years before you actually want to retire. You know that you will change from sitting in your desk chair with a computer mouse at work to sitting in a reclining chair with your remote control at home, but that's not the only change.

Did you know that your benefits will change as well?

Yes, as a Retiree, you still get the great benefits that Local 1180 has

negotiated for you, but it is important to know how the benefits change so that you can effectively plan for a happy and successful retirement.

The chart on the following two pages compares the Active and Retiree benefits, as well as offers some pre-retirement recommendations. If you have questions, contact the Security Benefits Office at 212.966.5353 if you are an Active member, or 212.226.5800 if you are already retired.

As a member of Local 1180, we know that understanding your benefits and the changes that occur at retirement are key to a successful transition. There are individual circumstances that apply to every retiree, so reviewing the changes that occur can help you make important decisions for you and your family and your future.

Understanding Your Active & Retiree Benefits

ACTIVE MEMBER BENEFIT		RETIREE BENEFIT	
PRESCRIPTION DRUG		PRESCRIPTION DRUG	RECOMMENDATION FOR RETIREMENT PLANNING
<p>PRESCRIPTION DRUG BENEFIT Administered by Capital RX 844.227.7962</p> <ul style="list-style-type: none"> Preventative Medications: No co-payments for prescriptions, applicable to the Affordable Care Act (ACA) preventive medications.^{1, 2} No annual dollar maximum (except Court Employees who receive this benefit through their basic health plan. Unlimited annually.^{1, 2} Asthma Medication: Covered for eligible members. Subject to \$100 annual deductible. <p>¹Step Therapy for brand drugs may apply ²Cost avoidance program for specialty drugs available.</p>	<p>COVERAGE CHANGES AT RETIREMENT</p>	<p>PRESCRIPTION DRUG BENEFIT Administered by Capital RX 844.227.7962</p> <ul style="list-style-type: none"> Reimbursed up to \$1,500 per family per calendar year Additional benefit under the General Medical Benefit prescription drug coverage for total of \$2,700 annually Retirees have a choice of Union Prescription coverage with basic Health Insurance, or an Optional Rider for prescription drug coverage and Union will reimburse for NYC Optional Rider. Prescription copays under plan up to \$1,500. The rider offers unlimited coverage with a copay, except for PICA drugs¹ <p>¹See full plan details for information on PICA drugs and Medicare eligibility. There is a monthly premium with the high option rider to cover the additional benefits.</p>	<ul style="list-style-type: none"> Active members with high prescription drug utilization should consider taking the high option prescription drug rider as part of their NYC health plan coverage. The union will reimburse the high option rider premium for prescription drug coverage up to \$1,500. See General Medical Reimbursement below
GENERAL MEDICAL		GENERAL MEDICAL	RECOMMENDATION FOR RETIREMENT PLANNING
<p>GENERAL MEDICAL REIMBURSEMENT</p> <p>\$150 per family per calendar year</p>	<p>COVERAGE INCREASES IN RETIREMENT</p>	<p>GENERAL MEDICAL REIMBURSEMENT</p> <ul style="list-style-type: none"> \$1,200 per family per calendar year Can also be used for additional prescription drug coverage for total of \$2,700 annually 	<p>At retirement, members should consider using General Medical Reimbursement to supplement coverage for prescription drug costs or to use for copayment or other covered out of pocket costs.</p>
OPTICAL		OPTICAL	RECOMMENDATION FOR RETIREMENT PLANNING
<ul style="list-style-type: none"> Up to \$100 per pair of prescription glasses; maximum 1 pair per individual, not to exceed 4 pairs per family per calendar year, not including pediatric optical benefit. No-cost benefit. Must use a network provider. A pair of prescription glasses annually from a special selection of frames. Use one of the network providers (General Vision, Vision Screening, or Comprehensive Professional Systems) for comprehensive exam and purchase of glasses with copayments for certain services. 	<p>NO CHANGES EXCEPT: NO PEDIATRIC OPTICAL FRAME SELECTION VALUE INCREASED FOR RETIREES</p>	<ul style="list-style-type: none"> Up to \$125 per pair of prescription glasses; maximum 1 pair per individual, not to exceed 4 pairs per family per calendar year. No-cost benefit. Must use a network provider. A pair of prescription glasses annually from a special selection of frames. Use one of the network providers (General Vision, Vision Screening or Comprehensive Professional Systems) for comprehensive exam and purchase of glasses with copayments for certain services. 	<p>Use an in-network provider for the most value rather than opting for reimbursement by a non-participating provider.</p>
<p>Pediatric Optical Benefit (Children under 19 years of age)</p> <ul style="list-style-type: none"> No-cost benefit. Must use a network provider. A pair of prescription glasses annually from a special selection of frames. If the child's prescription changes during the year, new glasses will be provided without cost. 	<p>ACTIVE ONLY</p>	<p>N/A – No Pediatric Optical Benefit</p>	<p>Pediatric optical is eliminated for retirees. If you have a youth under the age of 19, be aware so you can plan accordingly.</p>

ACTIVE MEMBER BENEFIT		RETIREE BENEFIT	
DENTAL COVERAGE		DENTAL COVERAGE	RECOMMENDATIONS FOR RETIREMENT PLANNING
<p>Scheduled Dental Plan Up to \$2,000 per person per calendar year based on a Schedule of Fees. Orthodontic: \$2,290 lifetime maximum benefit per qualified person.</p> <p>Dentcare/Healthplex Plan In-network only, necessary services are fully covered. Small co-payments for dentures, crowns, orthodontic, bridges, and periodontal treatment</p> <p>Empire BlueCross Blue Shield XPO Visit any licensed dentists or specialists of choice, but with costs normally lower when choosing one within network. Negotiated rate for covered services from in-network, even if you exceed yearly maximum coverage of \$2,000. Orthodontic: fully covered for children under age 19.</p> <p>Emblem Health Preferred Dental Plan Access to 8,500+ dentists and specialists in New York and New Jersey. Coverage annual maximum is \$2,000 per person. Children are covered up to age 26 with verification. Orthodontic is fully covered for children under age 19. Monthly premium associated with this plan of \$34.51 per household.</p>	<p>NO CHANGES EXCEPT:</p> <p>NO ORTHODONTIC BENEFIT FOR RETIREES</p> <p>MONTHLY PREMIUM DECREASED FOR RETIREES</p>	<p>Scheduled Dental Plan Up to \$2,000 per individual, per calendar year based on a Schedule of Fees</p> <p>Dentcare/Healthplex Plan In-network only, necessary services fully covered. Small co-payments for dentures, crowns, orthodontic, bridges and periodontal treatment</p> <p>Empire BlueCross Blue Shield XPO Visit any licensed dentist or specialists of choice, but with costs normally lower when choosing one within nationwide network.</p> <p>Emblem Health Preferred Dental Plan Access to nationwide network of dentists and specialists. Coverage annual maximum is \$2,000 per person. Monthly premium associated with this plan of \$29.76 per household.</p>	<ul style="list-style-type: none"> Orthodontic coverage is eliminated from the retiree dental plan. Use the benefit while an active employee to get any orthodontic care as a covered service. Retirees should review all four dental plans to see if the panel of dentists, location, or benefits better serve the needs of your family in retirement, such as a nationwide network rather than one limited to NYC and vicinity. Use an in-network provider for the most value rather than opting for reimbursement by a non-participating provider.
PODIATRY		PODIATRY	
Up to \$10 a visit for a maximum of four visits per calendar year.	NO CHANGE	Up to \$10 a visit for a maximum of four visits per calendar year.	
MENTAL HEALTH		MENTAL HEALTH	
Up to \$300 per person per year for out-of-hospital psychiatric care	NO CHANGE	Up to \$300 a year per person for out-of-hospital psychiatric care	
LEGAL SERVICES		LEGAL SERVICES	RECOMMENDATION FOR RETIREMENT PLANNING
Consultations. Most civil matters handled free. Appointments needed.	NO CHANGE EXCEPT: OUT-OF-AREA LEGAL ADDED FOR RETIREES	<ul style="list-style-type: none"> Consultations. Most civil matters handled free. Comprehensive legal services by plan attorney in area, and by a schedule reimbursement out-of-area of \$1,000 maximum per calendar year. Spouse covered for Will only. Appointments needed. 	If you are seeking legal advice for something outside of the NYC area, be sure to inform the attorney as laws vary by state.
RETIREE DIVISION		RETIREE DIVISION	RECOMMENDATION FOR RETIREMENT PLANNING
N/A	RETIREES ONLY	Program providing benefit counseling, technology, exercise classes and recreational events.	Online workshops provide a chance to ask questions about benefits & reimbursements for out-of-pocket costs.
HEARING AID		HEARING AID	RECOMMENDATION FOR RETIREMENT PLANNING
N/A	RETIREES ONLY	Reimbursement up to \$600 per person per two-year period.	Use a panel audiologist to get the most value.
ACTIVE BENEFITS			
Parental Benefit • Life Insurance • Accidental Death & Dismemberment • Weekly Accident and Sickness Benefit • Education/College Tuition Reimbursement • Book Reimbursement • Adult Education/NYC Reimbursable Courses & Educational Conferences • Members' Annuity Fund • Home Health Care • Retirement Counseling	VISIT LOCAL 1180 WEBSITE FOR MORE BENEFITS INFORMATION	N/A	

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Dec. 29, 2020

Meeting called to order at 6:04 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: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Members-at-Large Executive Board Elect: President Middleton introduced the CWA Local 1180 Members-at-Large Elect: Ranston Foster, Teesha Foreman, and Rosario Roman to the existing Executive Board. The new term will begin Jan. 1, 2021. President Middleton thanked Lisa Lloyd, Hilary Bloomfield, and Lenora Smith for their many years of dedicated service to this Board and CWA Local 1180 members. A special recognition will be forthcoming. Upon completion of the introductions, the CWA Board Members Elect left the meeting.

Minutes of the Oct. 22, 2020, and Nov. 19, 2020, meetings were presented, Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

Nov. 30 — Participated in the NYCCCLC Mayoral Candidate interviews. That afternoon, participated in the School Construction Authority (SCA) Collective Bargaining meeting. That evening, held a conference call with Council Member Vanessa L. Gibson of the 16th District in the Bronx who is running for Bronx Borough President.

Dec. 1 — Chaired the H+H Assistant Director's meeting. That evening, she participated in the CWA Local 1180 Ranked-Choice Voting seminar hosted by Second Vice President Gerald Brown.

Dec. 2 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting. Lastly, she prepared for the upcoming NYCTA Bargaining meeting.

Dec. 7 — Participated in the NYCCCLC Mayoral Candidate interviews. That evening, conducted a run-through for upcoming NYC Transit Authority Bargaining meeting.

Dec. 8 — Participated in the CWA National Executive Board meeting.

Dec. 9 — Participated in a second CWA National Executive Board meeting, and chaired the weekly Communications Director meeting with Marci Rosenblum.

Dec. 10 — Participated in the Selikoff Centers for Occupational Health Advisory Board meeting.

Dec. 11 — Met with CWA Local 1180 Supervisor of Staff Representatives Teesha Foreman regarding the upcoming HRA meeting. That afternoon, she participated in the Administrative Job Opportunity Specialist Administrative Manager Rotation Plan meeting.

Dec. 12 — Participated in the CWA Local 1180 Mayoral candidate screening interviews hosted by Second Vice President Gerald Brown.

Dec. 14 — Participated in the MLC Steering Committee meeting.

Dec. 15 — Prepared for and chaired the upcoming H+H Assistant Directors' meeting.

Dec. 16 — Participated in the MLC General Membership meeting. That afternoon, she chaired the weekly Communications Director meeting. Additionally, she chaired the CWA Local 1180 weekly staff meeting.

Dec. 18 — Chaired the CWA Local 1180 Staff Rep meeting.

Dec. 21 — Prepared for the next H+H Accretion Assistant Directors' meeting. That afternoon, participated in the NYCTA Collective Bargaining session.

Dec. 22 — Participated in Scott Stringer's Mayoral Endorsement Press Conference. He was endorsed by CWA District 1. Later that day, participated in the Local Law 18 Pay and Demographics Report meeting.

Dec. 29 — Participated in the Bargaining Plan/ Role Clarification meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Dec. 1, 2020, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the Dec. 29, 2020, monthly project updates memorandum submitted by Marci Rosenblum, 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 Strickland announced she participated in the International Foundation of Employee Benefits Conference Dec. 8-10, 2020.

She also announced that Administrative Manager appeals continue being addressed and will provide an updated report at next month's meeting.

First Vice President Strickland reported that she participated in the weekly staff meetings.

Activity	November
Agency Walk-Throughs.....	67
Command Disciplines.....	1
Conference Calls.....	8
Counseling/Warning Sessions.....	1
EEO Investigations/Interviews.....	1
Emails.....	1,232
Hearing Preparations.....	13
Hearings.....	10
Investigative Hearings/Meetings.....	1
Labor Management Meetings.....	6
OATH.....	2
Phone Calls.....	2,352
Site Meetings.....	15
Staff Rep Services Emails.....	60

Site Meetings

Administration of Children Services (ACS)
330 Jay St., Brooklyn, NY

Administration of Children Services (ACS)
1274 Bedford Ave., 185 Marcy Ave., 17 Bristol St., Brooklyn, NY

Administration of Children Services (ACS)
345 Adams St., 19 Grant St., 10300 Foster St., Brooklyn, NY

Bronx District Attorney's Office
198 E. 161 St., Bronx, NY

DCAS
50 Maiden Lane, New York, NY

Department of Parks & Recreation – Arsenal
830 5th Ave., 1272 5th Avenue, New York, NY

Department of Sanitation (DSNY)
125 Worth St., 427 E. 87th St., 800 E. 176th St., New York, NY

Department of Sanitation (DSNY)
52-07 58th St., 52-35 58th St., 120-15 31st Ave., Queens, NY

Fire Department (FDNY)
9 Metro Tech, Brooklyn, NY

H+H – Gotham
264 W. 118th St. New York, NY

H+H – Seaview
460 Brielle Ave., Staten Island, NY

Human Resources Administration
SNAP #21 & #22
95 Evergreen Ave., Brooklyn, NY
2865 W. 8th St., New York, NY

Human Resources Administration – Admin. JOS
201 Bay St., Staten Island, NY

Human Resources Administration – MMAP
95 Evergreen Ave., Brooklyn, NY

NYC Law Department
250 Broadway, New York, NY

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:

Dec. 1 — Conducted the Ranked-Choice Voting webinar.

Dec. 2 — Attended weekly staff meeting.

Dec. 7 — Attended NYCCCLC Candidate Screening for Mayor where two candidates were interviewed.

Dec. 11 — Attended HRA Administrative Job Opportunity Specialist work rotation meeting.

Dec. 12 — Conducted Mayoral interviews. The Executive Board was polled after interviews. Motion was duly made, seconded, and carried to endorse Scott Stringer for Mayor.

Dec. 14 — Attended New York City Council candidate screening for Mayor; final two candidates interviewed.

Dec. 15 — Attended H+H Assistant Directors' meeting.

Dec. 16 — Attended weekly staff meeting.

Dec. 22 — Participated in the Scott Stringer endorsement press conference.

The Executive Board held discussions for endorsements for Public Advocate. Motion was duly made, seconded, and carried to endorse Jumaane Williams for Public Advocate.

Second Vice President Brown announced the Georgia Primary runoff election will be held on Jan. 6, 2021, to fill two U.S. Senate seats. If the Democrats win both seats, the U.S. Senate will then fall under Democratic control.

Second Vice President Brown announced a New York City Comptroller candidate screening will be conducted on Jan. 23, 2021.

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 November 2020. She advised that the T.D. checking account has a balance of \$581,071.70 as of C.O.B Dec. 29, 2020.

CWA Local 1180's 4th floor office renovations are going well. We anticipate completion by the end of Jan. 2021, at which time the contractors will commence renovating the 3rd floor. Members who need assistance should call 212.226.6565 or email staffrepsservices@cwa1180.org.

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

Member Activity for November 2020

New Member Enrollments.....	25
Deceased Actives.....	2
Retirements.....	21
Deceased Retirees.....	1
Total Active Members.....	8,219
Total Retired Members.....	6,561

CWA Local 1180 members working at three ACS locations were not distributed masks, stating the masks were only for field employees. A grievance has been filed against this action. We were able to distribute 100 masks to 10 of our members courtesy of one of our consultants. Eric Ambrose filed a grievance on behalf of our members.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo continued participating in numerous CWA Local 1180 Trustee meetings, the Mayoral candidate screening, and the subsequent press conference announcing Scott Stringer for NYC Mayor. Additionally, she participated in the Staten Island Borough Coordinating Committee (SIBCC) meeting. Lastly, she participated in the CWA Local 1180 General Membership meeting.

Members-at-Large Reports

Greg Smith reported that on Dec. 11, 2020, he participated in the HRA Administrative Job Opportunity Specialist (Center Directors) meeting discussing staffing issues and client coverages.

Debra Paylor reported that on Nov. 23, 2020, she participated in the H+H Gotham/Sydenham site meeting; on Dec. 1, she participated in the Ranked-Choice voting workshop; and on Dec. 2, she participated in the CWA Local 1180 Organizing committee meeting. On Dec. 2, she participated in the CWA Local 1180 Disability Committee meeting, and on Dec. 3, she participated in the NYCCCLC Delegate Interim meeting. Dec. 8, she participated in the CWA Local 1180 Women's Committee meeting, and on Dec. 12, she participated in the CWA Local 1180 Mayoral Candidate Screening. On Dec. 15, she participated in the H+H Assistant Director meeting, and on Dec. 17, she participated in the NYCCCLC Delegates meeting. Finally, on Dec. 22, she participated in CWA's District 1 endorsement of Scott Stringer for NYC Mayor.

Denise Gilliam reported that she participated in the DOITT/DOT Pre-Retirement Seminar. She also reported the CWA Local 1180's Women Committee will meet the second week in Jan. 2021.

Hilary Bloomfield announced that Kevin Riley won the Special Election for City Council member representing the Bronx.

Hazel O. Worley reported that the Committee on Civil Rights Equity and Community Services hosted the Drive Up/Drop Off Toy Drive on Dec. 12 and 19 in corroboration with Man Up of Brooklyn and the Brooklyn Cinderella Project.

Good and Welfare:

President Middleton gave sincere condolences to the family of Velma Dixon, CWA Local 1180 Retired NYPD Shop Steward. Velma was a true activist and she will be missed. May she rest in peace.

Next meeting date of the Executive Board Jan. 28, 2021.

Motion was duly made, seconded, and carried to adjourn at 8:20 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Jan. 28, 2021

Meeting called to order at 6:45 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

Members-at-Large: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Lourdes Acevedo, Recording Secretary

President's Report

President Middleton welcomed the Executive Board members to the first meeting of 2021 and welcomed newly elected Members-at-Large: Ranston Foster, Teesha Foreman, and Rosario Roman, to their first Executive Board meeting.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting on Dec. 29, 2020:

Dec. 30 — Participated in the H+H monthly leadership conference call with Jonathan Wangel.

2021

Jan. 6 — Participated in the HQ building staff meeting. That afternoon, she participated in the Communications meeting and chaired the CWA Local 1180 weekly full staff meeting.

Jan. 7 — Participated in the H+H monthly leadership conference call with Jonathan Wangel. Later that evening, attended a fundraiser for Carl Heastie.

Jan. 8 — Participated in the MLC meeting video conference discussing COVID-19 vaccination update. Later that afternoon, attended an H+H internal meeting, and participated in management training for the Executive Board.

Jan. 11 — Participated in a labor-management

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

meeting with Brian Geller from OLR discussing COVID-19 vaccine hubs service update. Later that evening, met with Scott Stringer.

Jan. 12 — Chaired Local 1180's officer meeting.

Jan. 13 — Chaired the weekly CWA Local 1180 staff meeting. Later that evening, she chaired the monthly General Membership Meeting.

Jan. 14 — Participated in a meeting with Mount Sinai Selikoff Centers for Occupational Health.

Jan. 15 — Chaired the CWA Local 1180 Staff Representative meeting.

Jan. 20 — Chaired the weekly CWA Local 1180 staff meeting. Later that afternoon, had a conference call with Council member Rosenthal.

Jan. 21 — Participated in the CWA National Executive Board meeting. Later that evening, participated in the Borough Leadership Meeting.

Jan. 23 — Participated in the CWA Local 1180 Candidate Screening for NYC Comptroller.

Jan. 25 — Participated in the NYCCLC Executive Board meeting.

Jan. 26 — Participated in Local 1180's Trustee meeting.

Jan. 27 — Participated as a panelist on a Stock Transfer Tax panel. That afternoon, she chaired the CWA Local 1180 weekly staff meeting. That evening, she participated in the Cooperative Solutions Working Group.

President Middleton distributed and discussed the status report dated Jan. 1, 2021, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters handled on behalf of CWA Local 1180. She also distributed and discussed the Jan. 28, 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 also welcomed the newly elected Members-at-Large and reported the following:

Activity	December
Command Disciplines	1
Conference Calls	10
EEO Investigations/Interviews	4
Emails	1,201

Health & Safety Meetings	8
Hearing Preparations	15
Hearings	18
Investigative Hearings/Meetings	2
Labor Management Meetings	9
Offsite Member Meetings	3
OSI Interview (DOE)	1
Phone Calls	471
Site Meetings	15
Staff Rep Services Emails	40
Supervisory Conferences	3

Site Meetings

Bronx DA Office
851 Grand Concourse, 881 Gerard Ave.,
651 161st St., Bronx, NY

DOHMH
125 Worth St., New York, NY

FDNY
9 Metro Tech, Brooklyn, NY

H+H Elmhurst
79-01 Broadway, Elmhurst, NY

H+H Henry J. Carter
1752 Park Ave., New York, NY

H+H Gouverneur
227 Madison St., New York, NY

H+H Metropolitan
1901 First Ave., New York, NY

H+H Susan Smith McKinney
594 Albany Ave., Brooklyn, NY

HRA Administrative JOS
201 Bay St., Staten Island, NY

HRA CBIC
227 Schermerhorn, Brooklyn, NY

HRA Home Care
505 Clermont Ave., Brooklyn, NY

HRA MIS/IT
470 Vanderbilt Ave., Brooklyn, NY

HRA Office of Const. Services
150 Greenwich St., New York, NY

NYCHA
1200 Waters Pl., Bronx, NY,
787 Atlantic Ave., Brooklyn, NY

Parks
24 W. 61st St., New York, NY

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 endorsements for the June 22 Primary:
Mayor: Scott Stringer

Comptroller: Brian Benjamin

Public Advocate: Jumaane Williams

Queens Borough President: Donovan Richards

Manhattan Borough President: Mark Levine

Queens County DA: Melinda Katz

Kings County DA: Eric Gonzalez

Bronx County DA: Darcel Clark

Richmond County DA: Michael McMahon

New York County DA: Alvin Bragg

Candidates for NYC Council districts were discussed and interviews will be conducted for endorsements.

Local 1180's Albany Legislative Agenda:

- Early Retirement Incentive
- Voting Reform
- CUNY School of Labor (Annual Grant)
- Adult use of Cannabis (additional funding to budget)
- Budget Reform
- Wealth reform
- Road Map to Build NY
- Eviction and Mortgage

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte reported that 6 Harrison St. renovations are on-going, 4th floor is complete; tentative completion April or May.

Secretary-Treasurer Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for Dec. 2020. She advised that the T.D. checking account has a balance of \$349,694.20 as of C.O.B Jan. 28, 2021.

She reported the following member activity:

Member Activity for December 2020

New Member Enrollments	23
Deceased Actives	0
Retirements	24
Total Active Members	8,212
Total Retired Members	6,573

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

Members-at-Large Reports

Venus Colon-Williams, Hispanic Committee Chair, stated that the committee discussed the importance of COVID-19 testing.

Hazel O. Worley reported the Community Service Committee will participate in "Fill the Fridge" project on Jan. 30 from 11 a.m. to 1 p.m. All members are welcome to participate and donate non-perishable items only. The flier will be posted on the CWA Local 1180 website. She also reported that COVID-19 vaccines are available at the Van Dyke houses in Brooklyn.

Denise Gilliam reported that the Women's Committee continues to conduct wellness checks. HCAMS has been invited to the next meeting. She also reported that she participated in the CLC delegates meeting and COVID-19 Vaccine Town Hall: Moderna vs Pfizer.

Helen S. Jarrett reported that on Jan. 13, she was sworn into her second, three-year term as a Member-at-Large; on Jan. 14 she attend a Webinar—Schneps: Power of Women in the Bronx; on Jan. 19, she participated in Scott Stringer's introduction and phone banking kick off; Jan. 21, she hosted a borough leadership meeting with all five boroughs; Jan. 22, she attended the PHEW: Focus Group (Public Healthcare and Education Workers); Jan. 23, she participated in the Candidate screenings for NYC Comptroller; Jan. 25, she participated in the American Association of University Workshop; Jan. 26, she did phone banking for Scott Stringer; and on Jan. 28, she attended the Executive Board meeting.

Debra Paylor reported that on Jan. 12, she participated in the LCLAA monthly membership and the CWA Local 1180's Women's Committee meetings; Jan. 13, she participated in the CWA Local 1180 General Membership meeting; Jan. 19 she participated in the Manhattan Community Board 11 Economic Development & Culture Committee and CWA Local 1180 Manhattan Borough Committee meetings; Jan. 21 she participated in the CLC Delegates and CWA 1180 Borough Leadership meetings; Jan. 23 she participated in the candidate screenings for NYC Comptroller; on Jan. 26 she participated in Community Board 11 Full Board meeting; and Jan. 27 she participated in the Stock Transfer panel discussion.

Next meeting date of the Executive Board is Feb. 25, 2021.

Motion was duly made, seconded, and carried to adjourn at 9:07 p.m.

Respectfully submitted,

Debra Paylor
Member-at-Large

Our Newest **STAFF** REPRESENTATIVE **Amica Benjamin**



Amica Benjamin has worked for the City of New York for a slightly more than 24 years. She began her career on Sept. 16, 1996, as an Office Machine Aide with the New York City Employees' Retirement System (NYCERS). She was promoted to Assistant Retirement Benefits Examiner in 1997 and secured her position in that title by taking the civil service exam.

Several years later, she was promoted to Associate Retirement Benefits Examiner and worked in that title until she left in 2005 to pursue a career as a Police Officer with the NYPD. After fulfilling her teenage dream of becoming an officer, she realized that while she enjoyed interacting with people, it wasn't a great fit for her.

In 2006, Amica returned to NYCERS and became active in her union, Local 1407, under DC 37. She worked as an acting Shop Steward, sat on the Executive Board, and was a very active member of the Quality of Life Committee (QWL). Amica always wanted to work in an administrative title and decided to take the civil service exam for Principal Administrative Associate (PAA), a title that her mom worked in for nearly all of her years as a civil servant. She saw this title as a benefit to working in almost any city agency.

In 2015, Amica became a PAA Level 1 and worked in the title at NYCERS until she decided to leave (yet again) in 2016, continuing her career as a PAA with the Office of Payroll Administration (OPA). In 2017, she was nominated to be a Shop Steward for CWA Local 1180 and became an active member. In 2018, Amica decided to take advantage of Local 1180's Education Fund benefits for its members and is currently pursuing her Master's Degree in Labor Studies. She is on target to graduate June 2021.

During the summer of 2020, Amica received an email from Local 1180 with a posting for a Union Staff Representative position and decided to go for it. While it wasn't her time then, and having kept her resume on file, the Local reached out to her several months later and offered her a position as a Staff Representative.

Amica has been a tenants association president and a volunteer Girl Scout Troop leader. She is also a licensed security officer. She enjoys spending time with her family, which now includes a granddaughter, reading, watching true crime tv shows (her favorite, Law & Order Special Victims Unit (SVU), dining out at new vegetarian restaurants (pre-COVID), and listening to contemporary jazz.

Amica loves helping people, especially those who don't know how to help themselves. She believes in giving back, being a voice for the voiceless, and knowing if she can help just one person she is making a difference! ■

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

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

Child Care Subsidies

AVAILABLE FOR QUALIFYING NYC FAMILIES

The Child Care Facilitated Enrollment Project is a pilot program developed to assist working parents increase access to child care subsidies and quality care in New York City for children up to 13 years of age with qualifying incomes (\$72,050 for a family of four).

The project was developed by the New York Union Child Care Coalition, a committee of the New York City Central Labor Council, is funded by New York State, and is administered by CWE in coordination with the New York State Office of Children and Family Services (OCFS) and the New York City Administration for Children's Services (ACS).

The goals of the project are to:

- Improve working families' access to child care assistance by exploring ways to make it easier for families to apply, e.g. simplifying the application, offering evening enrollment hours, and allowing applications to be faxed or mailed
- Expand access for subsidized care to moderate-income families, particularly those who are generally less likely to receive child care assistance in comparison to lower-income families.
- Help parents afford licensed, quality childcare and after school programs.

For more information and to fill out a Child Care Facilitated Enrollment Pre-Screening Questionnaire, go to www.cwenet.net/nysfe-1

NYC Summer Rising

Summer Rising is New York City's free summer plan for any child in grades K-12 who wants to participate. Summer Rising will be available throughout the City to every New York City student, including students with disabilities. All programs will be run by local school leaders and trusted community-based organizations.

Summer Rising programs are full day and in-person experiences that create a bridge back to school in the fall and give parents peace of mind as they return to work. The environment will be safe and supportive, with staff members prepared to respond to children's social and emotional needs. Programs will offer academic support, arts, recreation, and social-emotional support, as well as breakfast, lunch, and a snack.

Most Summer Rising programs begin July 6, except those for students with 12-month IEPs, which start July 2. Programs will operate in hundreds of DOE buildings, with most students being able to attend a program in their home building.

For Summer Rising programs in grades K-8, families can sign up at www1.nyc.gov/site/dycd/services/SummerRising.page. If your student is a New York City resident who does not attend a DOE school, you should apply to a program in your neighborhood.

High schools will reach out to students in the coming weeks to discuss a summer program that meets their needs and interests. Please contact your school if you do not hear from them or wish to learn more about their summer program options.

For any other questions or more information, reach out to your child's school principal, or email specialeducation@schools.nyc.gov.

NY HERO ACT

SIGNED INTO LAW

The NY HERO Act that will strengthen worker protections during the COVID-19 pandemic and beyond was signed into law in early May.

Local 1180, CWA District 1, and other unions have been fighting for this legislation for more than a year, demanding stronger safety standards and protections for workers during and after the COVID-19 pandemic.

The NY HERO Act will create new health and safety standards during airborne infectious disease outbreaks, give workers a stronger voice on the job, and hold employers accountable for dangerous workplaces.

"We are the only ones who can protect ourselves but we need management to work with us in order to be successful," said President Gloria Middleton. "We have experienced serious health concerns and safety issues in the past, but nothing like we dealt with in the past year since the pandemic started. We spoke out, both at rallies and through letters, and our legislators listened."

The NY HERO Act, or the New York Health and Essential Rights Act, requires the Departments of Labor and Health to implement enforceable minimum standards for workplace safety, including protocols on testing, PPE, social distancing, hand hygiene, disinfection, and engineering controls. Workers also would be given a direct role in monitoring and reporting violations through workplace health and safety committees and employees would be protected from retaliation for utilizing their rights under the law.

IN MEMORIAM

NAME	AGENCY	DECEASED
Helen Alleyne	NYC Transit Authority	2/21/2021
Patricia Altomare	Brooklyn District Attorney	2/4/2021
Ethel Andoh Menson	Dept. of Health & Mental Hygiene	1/13/2021
Arlene Bailey	NYC Housing Authority (NYCHA)	1/17/2021
Velma Barnes-Reynolds	Office of the Comptroller	12/8/2020
Nicolette Belfield	DCAS	3/3/2021
Mary Bentivegna	Brooklyn Borough President	2/9/2021
Fritz Bond	Health+Hospital Corp.	4/18/2021
Bertha Brickus	Finance Administration	1/28/2021
Velma Butts	Harlem Hospital Center	4/4/2021
Shirley Chisolm	Health+Hospital Corp.	1/26/2021
Joan Clarke	Dept. of Health & Mental Hygiene	12/29/2020
Victoria Clay	Dept. of Health & Mental Hygiene	4/9/2021
Mary Clayton	Dept. of Social Services	1/2/2021
Adeline Clinton	Dept. of Social Services	12/23/2020
Esther Crawford	Police Department	1/31/2021
Pauline Dashiell	Metropolitan Hospital Center	1/19/2021
Loretta DeVeaux	Metropolitan Hospital Center	3/16/2021
Esperanza Evzonas	Bellevue Hospital	1/13/2021
Jonathan Flenyol	Dept. of Social Services	1/28/2021
Carrie Garrett	Dept. of Social Services	1/29/2021
Sherry Grossman	Dept. of Social Services	3/22/2021
Estelle Gurr	Dept. of Social Services	2/17/2021
Anne Iacono	Department of Education	1/17/2021
Ina Jeffers	Elmhurst Hospital Center	4/19/2021
Keonie Jones	Dept. of Social Services	2/13/2021
Diann King	Dept. of Environmental Protection (DEP)	1/29/2021
Teresa Ludwig	Dept. of Homeless Services	2/8/2021
Pearline Mack	Dept. of Social Services	1/17/2021
Brenda Martin	Dept. of Social Services	1/8/2021
Theresa Matarazzo	Dept. of Social Services	3/24/2021
Catherine Mays	Dept. of Social Services	3/24/2021
Joseph McParland	Finance Administration	1/29/2021
Pearl Modeste Walrond	Gouverneur Health Care	3/6/2021
Cynthia Overby	Police Department	3/23/2021
Diane Patterson	Dept. of Social Services	3/21/2021
Melonie Payne	Administration for Children Services (ACS)	1/1/2021
Carolina Piscitelli	Housing Preservation & Development	4/1/2021
Miriam Rock	Department of Education	3/22/2021
Ruby Rothwell	Health+Hospital Corp.	3/22/2021
Carmen Ruiz	Dept. of Environmental Protection (DEP)	1/21/2021
David Segarra	Finance Administration	4/16/2021
Sondra Seidenberg	Mayoralty	12/29/2020
Irene Sheehan	Board of Standard & Appeals	12/31/2020
Harriet Shelling	Dept. of Social Services	3/10/2021
Milaflor Shlesinger	Office of the Comptroller	3/11/2021
Jennie Spencer	Department of Education	2/13/2021
Thomas Starace	Department of Education	2/2/2021
Jeffrey Weiss	Dept. of Health & Mental Hygiene	1/30/2021
Thomas Wernham	Office of Court Administration	2/13/2021
Vivianne Williams	Dept. of Social Services	2/3/2021
JoAnn Wooden	Housing Preservation & Development	1/12/2021

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www.cwa1180.org



COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
 Communications Workers of America, AFL-CIO
 6 Harrison Street, 4th Floor, New York, NY 10013-2898

www.cwa1180.org | Phone: 212.226.6565

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

Communique Facilitators

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BE THE FIRST TO KNOW

1180 Sign Up For The MOBILE APP

SCAN the QR code:



FOLLOW the instructions to
DOWNLOAD and **INSTALL**

the  APP

**YOU ARE NOW
CONNECTED
TO LOCAL 1180!**

HIT the **NEXT** BUTTON



**ENABLE
LOCATION**

HIT
the **NEXT**
BUTTON



IMPORTANT STEP! IMPORTANT STEP!
ALLOW NOTIFICATIONS

APPLE iPhone: **HIT**
the **SIGN IN** BUTTON

ANDROID: **HIT** the **NEXT** BUTTON



REGISTER with EMAIL
(or use FaceBook or Apple ID)

HIT the **SIGN IN** BUTTON



FILL IN FIELDS
NAME, PERSONAL EMAIL, ZIP CODE

(Work emails not allowed)

CREATE a password for yourself and **SIGN UP**



TELL us about yourself
(**CHECK ALL** that apply)
HIT the **SAVE** BUTTON



YOU ARE ALL SET!

You will now start receiving important
updates from LOCAL 1180!

FOR FURTHER ASSISTANCE, CONTACT SUSAN AT 781.710.6951