

# COMMUNIQUE

## Dems Control DC for First Time Since 2011

DEMOCRATS 50 ●

REPUBLICANS 50 ●

NEEDED FOR  
CONTROL 51

VICE PRESIDENT  
KAMALA HARRIS 1 ●

NOW HOLDS THE DECIDING VOTE



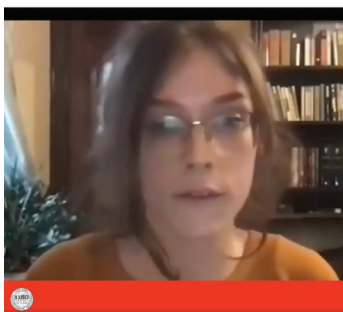


# SUNRISE MOVEMENT

## Votes to Unionize with Local 1180

**In an overwhelming show of support, more than 95% of workers at Sunrise Movement voted on Dec. 15, 2020, to form a union with CWA Local 1180, and management agreed to recognize the staff union.**

In a virtual meeting with Sunrise Movement staff and management, U.S. Senator Ed Markey from Massachusetts verified the union vote by card count as Sunrise's third-party validator, announcing support from 79 out of 82 workers.



"As a youth-led grassroots organization dedicated to climate justice and bringing millions of living-wage jobs to the American workforce, forming a union was a clear step of action for us at Sunrise, and one that we believe embodies our movement's values and will guide its growth," said **Gabbi Pierce, Internal Communications Coordinator at Sunrise Movement and a new Local 1180 member.** "We know that workplaces are stronger when workers have a voice and are empowered through unionization. We are thankful for the recognition of our union by Sunrise management, which has supported our organizing efforts from the start. This is a huge step for our movement

in our fight against climate change, and for nonprofit organizations everywhere that are increasingly advocating in support of worker rights."

Johnathon Williams, Southern Regional Organizer, agreed. "I wanted a union because it's not enough to dream about a future you want, you have to live it in every moment," he said. "That means if I want to see a future of dignified work where a national strike can bring bosses and corrupt politicians to their knees, then I need to be in a union, and to push all my other friends to unionize, too.

"On a personal level, I was tired of demanding agency and respect from my bosses. We're going to negotiate a contract where that's the baseline expectation," Williams said.

Sunrise Movement workers asked Senator Markey because of his progressive stance focusing on climate change and energy policy. He was chair of the House Select Committee on Energy Independence and Global Warming from 2007 to 2011, and he is the Senate author of the Green New Deal. On the Facebook Live count, Market said that the organizing efforts by Sunrise workers show unions are "essential in creating a foundation for a strong, equitable environment that elevates the voices of all workers."

"I'm proud of these passionate young people who embody the true value of unions in the strongest traditions of the labor movement and are stepping out as advocates for workers' rights and good American

jobs," he said. "Their dedication to empowering their team with strong support from management sets an important precedent for our country's workplaces."

Sunrise Movement workers saw organizing as an opportunity to strengthen their relationship with management while creating a more accessible environment for their growing team. Local 1180 was an ideal fit for them as the Union already represents a number of other nonprofits, including Human Rights Watch, Amnesty International, National Domestic Workers Alliance, Open Society Foundations, Century Foundation, and StoryCorps.

"We're excited for Sunrise Movement staff to join Local 1180 and the thousands of nonprofit workers CWA represents across the country," said President Gloria Middleton. "Their decision to organize speaks to the real impact unions have on strengthening the workforce at its core and creating a more equitable environment for workers. We look forward to working with Sunrise to continue to promote good jobs and fair contracts for all hard-working Americans."

Sunrise Movement is one of the latest nonprofits to organize, with the industry largely non-union. While there are no official federal statistics on the number of unions in the nonprofit industry, recent census data shows that the percentage of union members in this space has remained relatively low at 1% to 3% in the past decade.

CWA Local 1180 Organizer Leslie Fine said there is a growing trend for workers at nonprofits and youth-led organizations to pursue organizing unions to ensure a voice, power, and protections on the job. ■

**Show your support for Sunrise Movement workers by following them on Twitter @smvmtunion**

**Also follow their exciting work building a movement to stop climate change and create good jobs in the process @sunrisemvmt**



At left: Sunrise Movement members join together on Facebook Live with **Local 1180 Private Sector Staff Rep Lena Solow, Local 1180 Organizer Leslie Fine, and CWA District 1 Organizing Coordinator Erin Mahoney** as Senator Ed Markey confirms the ballot count. Above left: **Gabbi Pierce, Internal Communications Coordinator at Sunrise Movement and new Local 1180 member.**

# Union Continues to Update

## ASSISTANT DIRECTORS ON

# BATTLE WITH H+H

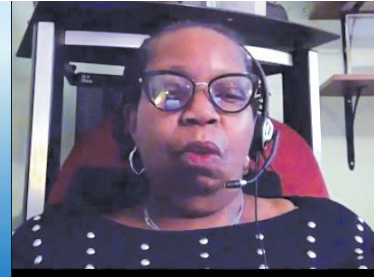
The pushback from H+H was expected, but nothing is stopping CWA Local 1180's leadership from moving full steam ahead to make sure Assistant Directors become official union members.

President Gloria Middleton said she has been in multiple monthly meetings with H+H since last summer, having reviewed the list of all Assistant Director names to see which ones will be included in the bargaining unit based on job descriptions. Of the 500 total names on the list, H+H already has approved 378, while claiming 52 should be excluded based on job descriptions that prevent them from unionization. Middleton said the union was expecting a final list at the end of January.

"Right now we are still in discussions with H+H. We are looking for a final list of who they intend to exclude and then we will enter full negotiation mode," Middleton said. "While we were hoping the process would not take this long, we are doing everything we can to keep Assistant Directors updated by having virtual meetings and reaching out in other ways."

### Next Steps

- Fair Settlement with H+H for the Bargaining Unit of Assistant Directors
- Immediate Welfare Fund Contributions
- Negotiation of Economic Package for Assistant Directors



Local 1180 will reach out directly to those ADs who H+H excludes to verify their job functions and to see if they prefer to be excluded or included in the bargaining unit. "The first question is do you want to be in our union and then does your job description allow you to be in the union. These are questions we need to discuss with each Assistant Director individually," Middleton said.

Any Local 1180 member or Assistant Director who can assist the union with obtaining signed membership cards should please contact **Deborah Valentin at [dvalentin@cwa1180.org](mailto:dvalentin@cwa1180.org)** or **Leslie Fine at [lfine@cwa1180.org](mailto:lfine@cwa1180.org)**.

Middleton said the union is ready to begin bargaining for salaries and benefits on behalf of the ADs once the list is finalized. As part of the final terms, H+H will need to contribute to the Local 1180 Welfare Fund for each AD accreted into the unit. ■

## President Middleton & Executive Board

### SWORN INTO OFFICE AT JANUARY MEMBERSHIP MEETING



The scene was quite different when President Gloria Middleton was first sworn into office with the rest of her team to take the helm of Local 1180 as the first African American woman to lead the almost 9,000-member bargaining unit. Three years later, almost to the day, Middleton and the Local 1180 Executive Board once again were sworn into office, only this time without the fanfare and celebration due to the ongoing pandemic. On Jan. 13, at the virtual General Membership Meeting, CWA District 1 Vice President Dennis Trainor read the oath of office to the five Officers and nine Members-at-Large, all of whom comprise the Executive Board. They were elected by acclamation on Oct. 1, 2020, after the union's Election Committee met and determined that no further proceedings were required. The newly inducted Executive Board, shown taking their oaths of office via RingCentral, are: Gloria Middleton, President; Georgina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; and Lourdes Acevedo, Recording Secretary. Members-at-Large are: Teesha Foreman, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Venus Colon Williams, and Hazel O. Worley. ■



# 2020 General Election

# LABOR WINS

## With **BIDEN-HARRIS** Win

By Marci Rosenblum, Communications Director

It was one of the most contentious presidential races in history, but after months of political backstabbing and televised debates that mostly focused on ignoring the “times up” signal, Joe Biden was elected the 46th President of the United State. His running mate, California U.S. Senator Kamala Harris made history by becoming the first female Vice President, the first Black Vice President, and the first Vice President of Indian descent.

The news could not have been better for organized labor who hit the ground running early on to make sure the balance of power shifted in Washington come 2021. The goal: a president who knows and understands exactly who built America, who keeps it running, and who built the middle-class.

“We need an ally in the White House, not an enemy. The change in leadership cannot come soon enough. Four years of number 45 is four years too many,” said **President Gloria Middleton**, who has been an outspoken opponent of President Trump and his constant attacks on labor.

The entire 2020 campaign season was overshadowed by the COVID-19 pandemic with equal attention given to absentee voting as to the candidates themselves. Many states, including New York, relied on absentee ballots and mail-in voting to keep voters safe and to avoid early voting and Election Day crowds. As a consequence of the dangers of in-person voting during the pandemic, a reported five times as many New York voters requested absentee or military ballots for the Nov. 2020 election as those who did for the 2016 election.

On Election Day itself, tens of millions of registered voters, predominantly Republicans, came out to the polls. In the early returns, as expected, President Trump led, but millions of mail-in and absentee ballots in favor of the Biden-Harris ticket poured in as election workers across the nation counted—in some states for nearly a week—the votes that proved decisive in victory.

The Biden-Harris ticket won the Electoral College vote 306-232, with Biden flipping five states on his route to that win: Arizona, Georgia, Michigan, Wisconsin, and of course, Pennsylvania. As for the popular vote—the number of Americans who actually voted for each candidate—Biden won more than 81 million votes, or 51.3%, to Trump’s 74.2 million votes, or 46.8%.

In New York State, after winning seats in upstate and holding off a Republican surge on Long Island, Democrats won a supermajority in

the state Senate. This will be critical in the 2021 legislative session that kicked off on Jan. 6, when important bills are on the table that now might have a chance of passing: legislation for an early retirement plan for New York City public workers who were on the frontlines in the pandemic, as well as legislation for a stock transfer tax and a billionaires’ tax that would force the 1% to pay their fair share.

With no time to waste, the New York City labor movement is already focusing on the 2021 election. Hundreds of candidates are lined up to run for open City Council seats and the Central Labor Council has formed a committee to interview each one to determine how they stand on labor issues. In addition, there are more than a dozen names in the hat for Mayor, and for the first time, Ranked Choice Voting will be in place.

Ranked Choice Voting allows people to vote for multiple candidates, in order of preference. Instead of just choosing who you want to win, you fill out the ballot with your first choice, second choice, and third choice (or more as needed) for each position.

The candidate with the majority (more than 50%) of first-choice votes wins outright. If no candidate gets a majority of first-choice votes, then it triggers a new counting process. The candidate who did the worst is eliminated, and that candidate’s voters’ ballots are redistributed to their second-choice pick. In other words, if you ranked a losing candidate as your first choice, and the candidate is eliminated, then your vote still counts: it just moves to your second-choice candidate. That process continues until there is a candidate who has the majority of votes.

Watch for a more detailed description of Ranked-Choice Voting in the next Communique. ■





# GLORIA MIDDLETON

## President

### It Was The Best Of Times, It Was The Worst Of Times

As we began closing out one of the longest years in recent history, and the month of December was upon us, I could only sit and think back on everything that had transpired in the last 12 months. After all, December was definitely not going to be the typical “holiday season” we were used to. No sleigh bells jingling, no holiday parties, no overly-crowded New York City streets.

Being a “glass half full” person, however, I was going to end 2020 on a positive note, so I sat in contemplative state and did my end-of-year reflection on everything that happened both in the country, in the labor movement, and at CWA Local 1180.

Charles Dickens’ “A Tale of Two Cities” immediately popped into my head. “It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair.”

That, 1180 members, just seems to sum up 2020 — a year of dichotomy. Out of all the devastation, turmoil, and destruction came a renewed sense of who we are as a country, as individuals, and communities. We saw the best in people, and we saw the worst. We had glimmers of hope and clouds of doom. We

The #MeToo movement also had its continued moments in the spotlight and women’s voices finally were being heard and taken seriously.

We now have a new standard by which we can hold employers accountable for sexual harassment and violence against workers. The #MeToo movement sparked a new treaty with huge potential for women in the workplace.

Unlike the famous quote, though, 2020 brought us a spring of despair and a winter of hope. With spring approaching last year came the COVID-19 lockdown that radically changed life as we all knew it. As days turned into weeks, and weeks into months, despair set in across the board, with most asking if life would ever return to normal. In what seemed to be the worst of times, many found the best of times. After many calls to agencies, to the Mayor’s Office of Labor Relations, and yes, sometimes to local politicians, many of our members were able to work from home, allowing them more time to spend with family and less time commuting. Accomplishing this was not easy.

We lost some of our Local 1180 family to the pandemic in the spring, including our beloved Shop Steward Priscilla Carrow. Her death from COVID-19 shook us all to the core, but also made us realize that we had to start looking out for one another even more. If the City was not going to do its job of protecting workers, then Local 1180 and our members were going to strengthen our efforts to protect one another.

Then spring finally became summer. The temperatures were climbing and the number of coronavirus cases was falling. Good news all around. With continued social distancing and mask wearing, New Yorkers began taking to the streets, the parks, the playgrounds, anywhere to be outside. Warnings continued, and while the majority lived life under the new norm, too many did not. By the end of the summer, the numbers were once again starting to rise, with school opening dates in question.

On the other side of this, labor unions started receiving calls for potential union shops because citizens began realizing that the majority of people still working were those who belonged to a union. Here at 1180, our non-profit and private sector has grown by the hundreds. In 2019, we had about 360 private sector members, while today we are at almost 1,000 — and growing by the day.

Now our country was in full election mode. The United States of America was the most divided this country has been in quite some time. Moral outrage over what had been transpiring for four years had come to a boiling point.

Political polarization from the 2020 presidential race had been toxic, and caused an even larger divide.

The winter of hope was upon us. With the help of a strong labor movement, several red states turned blue, and the Biden-Harris team won the election. The labor movement immediately double downed in Georgia where the fate of two runoff elections would determine control of the U.S. Senate. Unions saw plenty of opportunity and by allocating extensive man- and woman-power, helped bring the Democratic candidates to victory. Promise is now on the horizon, President-elect Biden pledging to be “the most pro-union president you’ve ever seen,” and Democrats controlling the Senate.

Of course, #45 was not going down without inflaming tensions like no other. For weeks, he claimed without any evidence that the election was stolen from him. When all his efforts to take back the election did not turn the tide in his favor, he delivered a speech to his supporters, using the words “fight” and “fighting” at least 20 times. “You’ll never take back our country with weakness. You have to show strength. You have to be strong,” he said during the speech.

Moments later, as the electoral vote was being counted to confirm our country’s next leaders, a mob descended on the bastion of democracy in our country, breaching the U.S. Capitol Building in Washington, D.C. They broke windows, smashed doors, overran law enforcement officials, killing one, and ransacked and looted offices and files. Politicians and staffers ran for cover. The Capitol looked like a war zone. #45 refused to speak out in condemnation. It was like an American revolution playing out right before our very eyes.

This will go down as one of the clearest examples of #45’s reckless rhetoric jeopardizing the American public. It’s safe to say that he will not be going out on a positive note. Healing the nation at this point is going to take patience, attention, and time — lots and lots of time.

I cannot help but think back to “A Tale of Two Cities,” written in 1859 and set against the backdrop of the French Revolution. Maybe Charles Dickens was just a man before his time with his extremely vivid scenes of large-scale mob violence. Sound vaguely familiar? Change does not come swiftly or easy, but with the new Biden-Harris administration, I have a degree of hope. ■

**We saw the best in people, and we saw the worst. We had glimmers of hope and clouds of doom. We made tremendous strides, overcame hurdles, and had huge wins, and we faced setbacks and ran into roadblocks.**

made tremendous strides, overcame hurdles, and had huge wins, and we faced setbacks and ran into roadblocks.

Out of a deadly pandemic came a global movement for racial justice. Although the Black Lives Matter movement had started years prior to the coronavirus, it was the police-involved killings of George Floyd, Ahmaud Arbery, and Breonna Taylor that sparked a wave of demonstrations across the world to demand an end to police brutality and racial injustice, and gave new life to BLM. Would that have happened without the pandemic? Probably. But Americans being cooped up in their homes for months on end with a huge need to get out and do something, breathe some fresh air, most likely helped fuel the flames of Americans’ desire for change.



# LOCAL 1180 ENDORSES SCOTT STRINGER FOR NYC MAYOR

Local 1180 joined with CWA District 1 and other New York City CWA locals for a virtual press conference to announce joint endorsement of Scott Stringer for Mayor of New York City.

Local 1180 **President Gloria Middleton** was the first CWA local president to speak at the press conference. "This is an exciting day for CWA and Local 1180 as we gather in unity to endorse Scott Stringer to be our next Mayor of New York City! Long before I became President of Local 1180, I had the opportunity to work with Scott and have always known him to be a true advocate for labor ... for the working men and women who keep this city running ... for the rights of the working middle class," she said. "He has a strong record to stand on. He fights the tough fights and he does it fairly. He protects workers, values, the economy, and most of all, he is accountable and accessible. His progressive vision is what we need to move our city forward and take us in a direction that will rejuvenate New York City."

Of all the mayoral candidates Local 1180 interviewed, it was Stringer's accomplishments and record that spoke for themselves. As the current chief fiscal officer for New York City, Stringer has held city government accountable and focused on issues where savings could be made.

He's been a leader in the fight to raise the minimum wage, worked to expand opportunities for minority- and women-owned businesses, and he's aggressively audited the New York City Housing Authority to force repairs and improve the quality of public housing.

"When Local 1180 had issues with the city paying our Administrative Managers from the settlement of our lawsuit, we turned to Scott for help and he was there. No questions asked," Middleton said. "He has always been a voice for the underdog, knowing that New York City is not made up of just big wealth. It's the working family that keeps this city running. If Scott Stringer has been able to do all of this as our City Comptroller, imagine what he will be able to do as the next Mayor of New York City!"

**Second Vice President Gerald Brown**, also Local 1180's Political Director, said one of the many reasons the Union is backing Stringer is that his plan for a Green New Deal for New York City could serve as a springboard to an equitable economic recovery that would bring good jobs and new opportunities to neighborhoods that have suffered from both the economic dislocation caused by COVID-19 and decades of disinvestment.

"As a strong champion of the working class, Scott always takes into account how his actions are going to impact the majority of those living in New York City," Brown said. "His climate plan, for example, focuses on opportunities to create good-paying green jobs that will allow New York City to not only lead the 21st century green economy, but prioritize the workforce development and community engagement necessary to ensure all New Yorkers train for and access job opportunities. Part of remaking and redefining who we are as a major city will be the impetus to jumpstarting the economy and take us out of the economic slump we've been in since the pandemic."



Scott Stringer already has:

- Pledged to support apprenticeships, local hiring, and the development of good union jobs, creating tens of thousands of green jobs within his first term in office
- Focused on NYC's affordable housing crisis by identifying more than 1,000 vacant, city-owned lots that could be used to boost the City's affordable housing stock by more than the 50,000 units currently proposed
- Audited the NYC Housing Authority to force repairs and improve the quality of our public housing
- Helped lead the fight to raise the minimum wage to \$15/hour in New York
- Unveiled an innovative proposal to help all New Yorkers save for retirement
- Helped small businesses identify bureaucratic barriers so they can create more jobs
- Shined a spotlight on the glaring need to expand opportunities for minority- and women-owned businesses in New York City
- Exposed the deplorable conditions in which homeless children live
- Helped add tens of millions of dollars for arts and physical education teachers in our public schools to address troubling disparities and ensure a well-rounded education for all our children.
- Worked to open up corporate boardrooms and demand greater diversity as manager of the city's \$170 billion pension funds
- Transformed the five boroughs by glazing the rooftops with solar panels and battery units, prioritizing bike lanes and pedestrian walkways over highways, and providing new programs to make electricity cheaper
- Promised to block all new fossil fuel infrastructure, including a controversial pipeline currently under construction in Brooklyn ■

# UNION ENDORSES CANDIDATES FOR Mayor, Public Advocate, District Attorneys

In a year in which everyone seems to be running for some political office, Local 1180 continues to make headway with its political endorsement interviews, recently announcing its support in the race for Public Advocate and in four of the five District Attorney races.

**Second Vice President Gerald Brown**, also the Local 1180 Political Director, said the Union is endorsing Jumaane Williams for New York City Public Advocate. This is a citywide elected position, which is first in line to succeed the mayor. The office serves as a direct link between the electorate and city government, effectively acting as a watchdog for New Yorkers.

"We strongly believe that Jumaane Williams has the experience and knowledge to do the job and do it right," Brown said. "He has already passed bills related to housing, criminal justice, and workers' rights, and he believes in equal pay for equal work — all core values of Local 1180 and issues we fight for every day as well on behalf of our members."

Local 1180 so far has endorsed candidates in four of the five District Attorney races: Queens County — Melinda Katz; Kings County — Eric Gonzalez; Bronx County — Darcel Clark; and Richmond County — Michael McMahon.

Brown said the interview process is continuing and candidates for Manhattan District Attorney will face the Executive Board shortly. So, too, will the four candidates running to replace Scott Stringer as the New York City Comptroller.

"Whoever we endorse for Comptroller has some big shoes to fill," Brown said. "Labor trusted Scott Stringer as the City's chief fiscal officer and chief auditing officer to make sure that government was using our tax dollars efficiently and if they weren't, he took action. We have a lot of questions for the Comptroller

candidates before we will make an endorsement in this race, especially since an endorsement from Local 1180 carries so much weight."

Candidates for Borough Presidents and City Council also are lining up for endorsements and have been calling Local 1180 since last year looking for support. Brown said that the Union will be interviewing candidates in races where Local 1180's support will make a difference in the City Council. He said there are so many candidates running for office that it would be nearly impossible to interview everyone.

Brown has been part of the political process at the New York City Central Labor Council, which began interviewing candidates several months ago, so he already has some insight as to where many of them stand on labor-related issues. ■

LOCAL 1180 ENDORSEMENTS 2021 ELECTIONS	
Public Advocate	Jumaane Williams
District Attorney Races	
Queens County	Melinda Katz
Kings County	Eric Gonzalez
Bronx County	Darcel Clark
Richmond County	Michael McMahon

## TERM LIMITS CLEAR OUT CITY COUNCIL 300+ Candidates Line Up for Union Endorsements

Term limits for the New York City Council and other top leaders might have seemed like a good idea in 2001 when New Yorkers voted to approve it, but that was before more than 300 candidates vying for open Council seats came knocking on labor's doors in search of support and endorsements.

Thanks to term limits, 35 out of the 51 Council seats are up for grabs in this year's election. Records show that so far there are already more than 300 candidates registered to run with the city's Campaign Finance Board. **CWA Local 1180 Second Vice President and Political Director Gerald Brown** can vouch for that. He's been receiving phone calls and emails from campaign staff representatives since the end of last year looking for the union's endorsement.

"Candidates seem to have started earlier than ever, as this is expected to be a very heated six-month race leading up to the June 22 Democratic primary," Brown said. "I don't know if we have ever started getting requests for meetings so far in advance of an election before."

Local 1180 started its official candidate screening process with the mayoral candidates, continued with public advocate and district attorney, and is in the midst of comptroller. Members are encouraged to participate in the virtual screening; notices are emailed to all members with registration information prior to each screening.

"These candidates will be our next leaders, so we need and want our members to be involved," Brown said. "This is an opportunity to ask questions and find out where each candidate stands on issues that impact us directly. The City is in a dire situation now due to the pandemic. Who we put into office now will become the

leaders we count on to help bring us out of this crisis without destroying the labor movement."

Several Council Districts have upward of six or more contenders, making screenings difficult and time consuming. In Central Brooklyn's Council District 40, for example, at least 10 people are running. Council Districts vary in size according to the redistricting process, but typically cover between two and four neighborhoods.

With the slew of candidates appearing on the ballot comes the complication of rank choice voting taking effect for the first time in 2021. Combine some districts seeing dozens of candidates running to replace term-limited officials with voters dealing with a new ballot format in this year's primaries and special elections that allow them to rank candidates from most- to least-favorite, and Brown said it could be a recipe for disaster.

"We are going to be doing everything we can at Local 1180 to explain rank choice voting and how it works," Brown said. "We have already given one seminar on the process, and we will continue to give others in the next few months in order to reach as many members as we can."

As for endorsing City Council candidates, Brown said Local 1180 is only going to be interviewing and screening candidates in districts the union considers crucial target points. "It is almost impossible for us to realistically interview 300 people," he said. "We have to decide in which districts our support is going to have the most impact and put our focus there." ■



# STOCK TAX REBATE

## TO WALL STREET HAS COST \$350 BI

**A state tax that has been on the books for more than 100 years and could have long eradicated both the burgeoning city and state debt has been rebated since 1981 to those paying it — the mega wealthy.**

New York's Stock Transfer Tax has been levied on stock trades since 1905. Since 1981, however, the tax has been given back to Wall Street. At a time when the state is facing a multi-billion dollar deficit caused in large part by the coronavirus pandemic, reinstating the Stock Transfer Tax is an idea whose time has come, according to New York City's top labor leaders, including **Local 1180 President Gloria Middleton**, and numerous state legislators who are banding together to stop the rebating.

If fully collected, the Stock Transfer Tax is estimated to raise between \$14 billion and \$19 billion annually, with much of these funds coming from transactions outside the state, thereby limiting the impact on New Yorkers.

"New York is in dire financial straits. This is not just a matter of dollars and cents, it's a matter of human suffering," Middleton said. If you add up numbers from 1982 to 2020, it's \$350 billion that's been rebated to Wall Street during this period in terms of 2020 dollars. This tax is a nickle per thousand dollars; investors won't even notice it but it will make an enormous difference for the state and the working middle-class."

She said the Stock Transfer Tax is a progressive tax and one that the mega wealthy already are paying anyway. New York State Senator James Sanders Jr., one of the bill's sponsors, agrees. He said the stock transfer tax is a revenue generator that operates as an indirect tax, rather than a direct tax like property or income.

"This is a sales tax, it is not a tax on Wall Street. The tax affects investors, not Wall Street firms. This is the fastest, largest amount of money we will bring into the state, or else we're going to deal with the deficit another way and take money from the teachers, and the workers, and every other group. We can spread the wealth and say everyone is going to contribute, but we know that won't be the real case. The rich still won't be contributing," Sanders said in his opening remarks on a panel discussion on "Restoring the Wall Street Stock Transfer Tax." He was joined by the bill's Assembly sponsor, Assembly Member Phil Steck, President Middleton, TWU International President John Samuelson, ATU 1056 President Mark Henry, and Global Justice Fellow Jim Henry.

Steck said the tax is not even one being paid by Wall Street, but rather the "one quarter of 1% tax is just being collected by Wall Street and it's not all being paid by New Yorkers. It's not large enough to even impact market behavior," he said, noting that all major stock exchanges in the world have similar taxes. "If we can tax gambling by the poor and middle class, then why can't we tax gambling by the upper class?"

Middleton said that Local 1180 has been a staunch proponent of ending the Stock Transfer Tax rebate for years.

"With COVID-19, it's ridiculous we are even having this conversation," she said. "It's not like we are talking about implementing a new tax; we are just stopping a rebate

of one that has been dormant. This is just 5 cents on \$1,000 trade, hardly money that anyone is going to miss."

The tax liability is calculated based on the stock's value, with a minimum 1.25 cents tax on shares costing less than \$5, and a maximum 5 cents tax on shares costing more than \$20. Entities subject to the tax include hedge funds, high-frequency traders, and the ultra-wealthy — not exactly a group to miss the nickel, but definitely a group crying "it's not fair."

The state has a history of using the tax to bail out New York City in times of fiscal devastation. According to Sanders, in the late 1970s, when New York City was in financial crisis, the revenue was diverted to bail out the City and protect it from financial ruin. Afterward, Mayor Abraham Beame agreed the tax was no longer needed so it was gradually eliminated through rebating, meaning it has always been calculated and collected, but then returned. Sanders said that is how the state is able to accurately predict how much the tax will bring in annually. The trading volume in New York City is about five times that of the European markets, with traders in the city taking advantage of high volume. Sanders said there is no other location in the world where trading volume is so high and transaction costs so low.

"All foreign exchanges have financial transaction taxes," he said. "Investors will not be able to move to foreign exchanges in order to avoid paying a New York Stock Transfer Tax as Wall Street and the rich are leading everyone to believe."

For example, London has had a stock transfer tax since 1700, when London was the financial capital of the world as New York City is today. The tax there is significantly higher than the New York State Transfer Tax, yet no one in London talks about moving their exchange to another country.

Middleton said a Stock Transfer Tax is just a cost of doing business in New York or in the United States, and the hype about Wall Street leaving the City and moving to New Jersey or elsewhere if the rebate is stopped is just a threat and scare tactic.

"There might be some investors who decide to take their business elsewhere just to make a point but again, Wall Street itself is not going to pack up, lock, stock, and barrel, and relocate its entire operation," Middleton said. "They are just collecting the tax, the same as any store collects tax on a product it sells. New York has never been the only stock exchange in the world, but it is the stock exchange with one of the highest trading volumes, which means the lowest transaction costs, even with the tax."

The Sanders/Steck legislation (S.1406/A.3353) specifies that for the first two years, ending March 31, 2023, the money collected from the tax would go into the state's general fund in order to bail out the state and New York City. After that, 100% of the funds collected would go to the Metropolitan Transportation Authority (MTA); NYSDOT for the maintenance and repair of state highways and bridges; the New York





# STATE BILLION

By Marci Rosenblum, Communications Director

**“Why are we always going to the middle class, the working poor, to save the city? We work harder and we earn way less. What is the stigma about taxing the rich? I don’t understand.”**

**— Gloria Middleton, President**

City Housing Authority (NYCHA); for infrastructure, maintenance and development of passenger rail lines for Amtrak in the northeast corridor; the Consolidated Local Street and Highway Improvement Program (CHIPS); the Municipal Aid and Incentives Program (AIM); the Safe Water and Infrastructure Action Program; the Downstate and Upstate Transit Systems; the Clean Energy Fund; CUNY; and SUNY.

“We have lost so many of our members already from this pandemic. We were the essential workers who had to go to work, especially those who worked in the hospitals. We were the ones whose jobs were being threatened when the city was

running out of money,” Middleton said. “Union leaders were the ones who sat down with the city right before the holidays and found a way to save the jobs of 22,000 of our members who were facing layoffs. We had to work out agreements and make adjustments for the city to survive and not fall into the inevitable black hole.

“It is despicable we are even having this conversation about stopping the tax rebate,” she said. “We have an opportunity to fix this for years to come. Why are we always going to the middle class, the working poor, to save the city? We work harder and we earn way less. What is the stigma about taxing the rich? I don’t understand.” ■



## Tell Your State Senator & Assembly Member to Support Crucial Legislation Needed to Avoid Future Layoffs

**SIGN THE LETTERS AT: [www.cwa1180.org/local-home/news/legislators](http://www.cwa1180.org/local-home/news/legislators)**

With New York State and City both dealing with massive debt in large part due to the ongoing coronavirus pandemic that has crippled the economy, legislators need to explore other avenues of balancing their budgets than slashing municipal workforces.

There are currently three bills in the state legislature that would bring in much-needed funds through alternative means that would not impact the middle class. **Second Vice President Gerald Brown** said Local 1180 and other unions are lobbying legislators to pass these bills, but support from members and their families, and retirees living in New York State would send a stronger message to Senators and Assembly Members. Labor is asking the legislature to:

- Vote for **Early Retirement Incentive (ERI) legislation** so certain members of the city’s three pension systems will be allowed to retire early without a financial penalty.
- Grant the City **borrowing authority** similar to what they gave NYS and the MTA.

- Pass a package of revenue bills, including a **billionaires’, millionaires’ and ultra-millionaires’ tax**, that will generate enough revenue to prevent deep cuts and future layoffs.

Local 1180 has prepopulated letters to every Senator and Assembly Member. Go to the above link, click on the name of your Senator and Assembly Member, type in your name and email, add any additional comments, and click submit.

Members who do not know who their Senator or Assembly Member are can type their address into the “Senator Finder” and “Assembly Member Finder” links and the name and district number of those legislators will show. Then find that district number and/or legislator name in the lists on the website page.

Brown said the whole process should take members only a few minutes but will go a long way toward helping labor get this legislation passed. “We need to send a strong message to our Albany legislators that labor means business and there are other ways of balancing budgets than by laying off municipal workers,” he said. ■



# GINA STRICKLAND

## First Vice President

### Goodbye #45. Hello #46. Now We Begin to Heal

After four years of anti-labor rhetoric, legislation, and presidential appointments from Washington that were aimed at undermining the labor movement, it was a proud moment to watch the change of power take place on Jan. 20. The inauguration of the president of the United States is a ceremony to mark the commencement of a new, four-year term, and after the past four years, new is what we desperately needed.

However, instead of the smooth, politically correct presidential transition our country is accustomed to, where the outgoing president hands over the White House to the incoming president, #45 made it perfectly clear that he was not going down without a fight.

What Americans knew all along was that his fight included calling the election fraudulent, fake, fixed, and phony. We knew his fight included challenging ballots and certification of the vote, threatening state governors with vague criminal consequences, and filing more than 50 legal cases, including at the U.S. Supreme Court — all in an attempt to stay in office. After all, Trumps don't like to lose.

But what we did **not** know was that his fight actually included fighting. On Jan. 6, as Congress was about to affirm Joe Biden as the next president, a Trump mob halted the American democratic process in what turned out to be a four-hour insurrection on the Capitol, all unleashed by the outgoing president himself. "Big protest in D.C. on January 6th. Be there, will be wild!" he tweeted at the end of 2020.

Thousands of Trump loyalists had been listening to #45 impart his final words of wisdom that included urging his supporters to "fight" and "fight like hell". "You'll never take back our country with weakness," he said. "You have to show strength, and you have to be strong."

By the thousands, they then walked to the Capitol and did what they were told as chaos erupted everywhere. Some Members of Congress hid under desks while others escaped into secret passageways. The Vice President was rushed off to a secure location. Rioters ransacked offices and protesters smashed windows. Police and security were massively outnumbered in what was clearly a planned coup.

While we think social media is our friend, it often becomes our enemy, and this is one of the best examples. Apparently, details of the day's attacks were all over social media where Trump supporters shared advice on

how to avoid police officers, pry open Capitol doors, and get illegal guns into the city. Trump followers even allegedly used social media to encourage the crowd to find and accost the Vice President because #45 had just finished using his favorite form of communication and tweeted out that "Mike Pence didn't have the courage to do what should have been done to protect our Country."

The Jan. 6 attacks will go down in history as one of America's ugliest days mostly because they were encouraged by the sitting leader of what is supposed to be the greatest country in the world. Some historians are calling it the most severe assault on the Capitol since the British attacked it back in 1814. There have been many times in the last four years that the United States has been the laughing stock of the world thanks to #45's antics, but he certainly outdid himself this time.

It was more than half an hour into the violent uprising before #45 took to Twitter again, this time to try and calm the crowds. "I am asking for everyone at the U.S. Capitol to remain peaceful. No violence! Remember, WE are the Party of Law & Order — respect the Law and our great men and women in Blue."

Way too little and way too late.

And then he tweeted again.

"These are the things and events that happen when a sacred landslide election victory is so unceremoniously & viciously stripped away from great patriots who have been badly & unfairly treated for so long," Trump tweeted. "Go home with love & in peace. Remember this day forever!"

Twitter quickly removed the tweet.

Hate and insurrection have no place in our country. They have not served us well in the past and they clearly have not done anything to start off the year on a positive note. Now it's time for change, and the labor movement is looking to President Joe Biden and Vice President Kamala Harris to keep their campaign promises.

Never do I remember a president having to take office under the conditions that President Biden is. But he said it best himself in his inaugural address to the American people. "Few people in our nation's history have been more challenged or found a time more challenging or difficult than the time we're in now. A once-in-a-century virus that silently stalks the country. It's taken as many lives in one year as America

lost in all of World War II. Millions of jobs have been lost. Hundreds of thousands of businesses closed. A cry for racial justice, some 400 years in the making, moves us. The dream of justice for all will be deferred no longer. The cry for survival comes from the planet itself, a cry that can't be any more desperate or any more clear. And now a rise of political extremism, white supremacy, domestic terrorism that we must confront and we will defeat. To overcome these challenges, to restore the soul and secure the future of America requires so much more than words. It requires the most elusive of all things in a democracy: Unity."

That's what it's really all about. America is a melting pot. We are all different with different beliefs and values. We do not have to agree with one another, but we do need to respect one another. We can be of different genders, different races, different religions, and we can all get along. We can unite to work toward the same basic principles. No one wants to live in a place of anger, hatred, and despair. As we say in the labor movement all the time, there is strength in numbers, and in order to get those numbers, we need unity.

President Biden spoke about unity a lot in his inaugural address, "uniting to fight the foes we face: anger, resentment, hatred, extremism, lawlessness, violence, disease, joblessness and hopelessness. With unity, we can do great things, important things. We can right wrongs. We can put people to work in good jobs. We can teach our children in safe schools. We can overcome the deadly virus. We can reward work, and rebuild the middle class and make health care secure for all. We can deliver racial justice and we can make America once again the leading force for good in the world."

This is the "new" that our country needs. After four years of hate and division, it's more than time come together and listen to one another, respect each other for who they are, and know that every disagreement does not have to end with a bullet, windows being smashed, someone ducking for cover, or massive rioting.

Just as Democrats were less than thrilled four years ago but gave #45 a chance, it's time for Republicans to give #46 the same chance. It's time for our country to heal. We know President Biden can do it. ■

By Marci Rosenblum, Communications Director

DATA RELEASED BY CITY COUNCIL SHOWS

# Pay Disparities

## FOR MINORITY MUNICIPAL WORKERS



Last year's analysis of public data showing a major pay gap still exists between men and women and people of color within New York City did not come as a huge surprise to Local 1180 President Gloria Middleton.

The Oct. 29 numbers released by the City showed significant gender, racial, and ethnic pay disparities in the city's workforce — exactly the basis of CWA Local 1180's Equal Employment Opportunity Commission lawsuit against the City that brought about a \$15 million settlement for Administrative Managers in 2018 after it was found there was reasonable cause to believe the City had discriminated against workers in that title for decades.

Local 1180 alleged in its lawsuit that the City had been systematically underpaying women and employees of color who were Administrative Managers, pointing out that in 1978, when most people who held the title were men, the typical salary was today's equivalent of about \$92,000. As the title became increasingly held by women, the pay fell to around \$53,000.

The data was made available in response to Local Law 18 of 2019, triggered by Local 1180's lawsuit, which requires the City to analyze pay disparities among the entire municipal workforce and make those findings public annually. What was not released at the time, however, was the data analytics report because, according to City officials, the pandemic got in the way of them doing so. Middleton said that data analytics report is expected in the next couple of months and will show the devil in the details.

She said the data analytics report will show a breakdown by agency of where discrimination and pay disparities still exist.

The law also requires the Administration to hand over this data to the Council so it can conduct its own analysis. Middleton said the data is key to finding and eliminating instances of pay disparity in the city workforce.

The analysis of salaries of roughly 180,000, full-time city workers showed that male employees roughly average about \$4,500 a year more than their female counterparts. It also highlighted that Black city workers average about \$7,600 a year less than white workers, while Asians tend to make \$6,500 a year less than white employees.

Additionally, non-Hispanic and non-Latino workers roughly average about \$8,700 a year more than Hispanic and Latino workers.

"It's been more than a year since this legislation has been in effect and we are no better off than we were before," Middleton said. "Systemic bias in a city our Mayor calls progressive is unacceptable. It seems that the city of New York has not learned its lesson with a \$15 million lawsuit settlement. Clearly it's going to take something much more painful for them to understand that gender, race, and ethnicity play no part in determining salary," she said.

A report by News 12, which interviewed Middleton when the data was first released, referenced a 2019 study by the National Partnership for Women & Families that said New York women with full-time, year-round jobs earn \$6,735 less than their male counterparts, or 88 cents on the dollar. That figure gets even worse for New York women of color, according to the same study that found Latina and Black women on average make \$30,023 and \$24,360 less, respectively, than men.

"New York City is both a city of extreme wealth and extreme poverty," Middleton said. "Unfortunately, the extreme poverty we see in New York City is overwhelmingly centered in communities of color and it's only getting worse. Many women of color are single mothers taking care of both children and parents at the same time, struggling to make ends meet. There is no reason they should be paid any less than their white, male counterparts when they are performing comparable work."

She said it's vital that the curtain be lifted on these disparities that have significantly threatened the upward mobility of women and workers of color and that the city begin to meaningfully address these inequalities.

"These initial findings, while not shocking, are certainly disappointing," Middleton said. "Unions that represent municipal workers need to band together and demand that the city begin to institute real reforms that address racial bias and pay discrimination within the workforce. We are New York City after all."

The data analytics should be available in time for this year's Equal Pay Day, which will allow Local 1180 and other groups to spotlight the inequities that still exist in New York City government. ■

### Data released by City Council shows pay disparities for municipal workers

By News 12 Staff | Oct 30, 2020, 6:59am EDT | Updated on: Oct 30, 2020, 6:59am EDT



# PRIVATE SECTOR SHOPS

## LOCAL 1180 WINS RECOGNITION AT NATIONAL DOMESTIC WORKERS ALLIANCE

CWA Local 1180 won recognition on Oct. 1, for 84 workers at National Domestic Workers Alliance (NDWA), with 90.4% of members signing cards in favor of joining the union. The only workers who had not signed cards were new hires, a testament to the incredible organizing committee that reached out to all workers to make sure they understood the benefits of affiliating with Local 1180.

NDWA workers organize millions of domestic workers across the country to fight for their rights. Founded in 2007, NDWA is the nation's leading voice for dignity and fairness for the millions of domestic workers in the United States. It works for respect, recognition, and inclusion in labor protections for domestic workers, the majority of whom are immigrants and women of color.

**Local 1180 President Gloria Middleton** said, "We welcome NDWA to our union family. We know what hard work organizers do, and that everyone deserves a union and a voice on the job. What domestic workers do involves physically demanding tasks and workplace standards rarely extend to them. By joining with 1180, they now will have the power of 9,000 other members standing alongside them."

Domestic workers in all 50 states can join NDWA and gain access to member benefits, connection with other workers, and opportunities to get involved in the domestic worker movement. NDWA is winning improved working conditions while building a powerful movement rooted in the rights and dignity of domestic workers, immigrants, women, and their families.

**Local 1180 Staff Organizer Leslie Fine** led the effort and said, "This organizing committee took the passion and skills they have for organizing domestic workers and used it to run a really successful unionizing campaign, keeping their coworkers united to take militant collective action during the recognition campaign to fight for the most inclusive unit possible."

As an employee of NDWA, Georgia Organizing Director Jacklyn Izrael said it is important for her to make sure the organization's written mission and values are aligned with our lived experiences.

"As an organization that organizes and advocates for worker rights, for workers to have a contract, and a voice in the workplace, it only made sense that we have the same workplace rights," Izrael said.

CC Croxton, North Carolina Organizing Director, echoed that sentiment. "We decided to unionize at NDWA after many years of whispers and wondering why our labor organization was not formally organized," she said. "When the pandemic hit, I feared what it would mean for our job security and how we would use our skills and resources to best support the workers we organize. Forming our first union in the history of our organization means that we have greater protection and more control over the direction of our organization to ensure we are building legitimate and long-lasting power with our base.

As stated in their mission statement, "We are former domestic workers and non-domestic workers, and together we are committed to our organization's great mission to build a strong and powerful domestic worker movement that actively fights racism, classism, xenophobia, misogyny, and queerphobia. In service of this deep commitment, we are building a union that unites us, and one defined by fairness, transparency and a strong voice for staff. We will protect what we love about NDWA, ensure that this organization grows sustainably, and continue to lead the domestic worker movement in the U.S. and abroad."

Now the members are hard at work electing a bargaining committee and getting ready to fight for a fair contract. **Staff Representative Lena Solow**, who works with the private sector arm of Local 1180, will spearhead the contract fight alongside CWA District 1 Representative Luis Benitez-Burgos.



NDWA's joining with Local 1180, as well as the addition of Sunrise Movement (see story page 4), brings the total number of private sector organizations to 16 — and that continues to climb as an increasing number of non-profits and private sector organizations realize the value of belonging to a labor union. You can follow NDWA on Twitter at [@staffunionndwa](https://twitter.com/staffunionndwa)

## OUR TEAM

### PRIVATE SECTOR SHOP STEWARDS

#### ALIGN

Jake Streich-Kest

#### AMNESTY INTERNATIONAL

Daphne Eviatar

Philippe Nasif

Christina Saenz

#### ASPCA

Melanie Glass

#### BOOKS & RATTLES

Tanzeem Akhtar

Hameeda Bano

#### HUMAN RIGHTS FIRST

Scott Johnston

Kaitlin Locascio

Ana Ortega

#### HUMAN RIGHTS WATCH

Racqueal Legerwood

Delphine Starr

Jessica Story

#### JAVITS CENTER

Jose Martinez

Philip Slattery

#### OPEN SOCIETY FOUNDATIONS

Luc Athayde-Rizzaro

Ramzi Babouder-Matta

Stephanie Boarden

Katy Caldwell

Samantha Costello

George Davis

Wiktor Dynorski

Jessica Greenspan

Emily Pasnack-Lapchick

Renata Peralta

Christopher Thomas

Adrian Velazquez

#### STORYCORPS

Jey Born

Zazil-xa Davis-Vazquez

Luigi-Angelo Villanueva

#### THE CENTURY FOUNDATION

Dudley Taela

#### TYPE MEDIA CENTER

Maha Ahmed

#### NONPROFIT STAFF REPRESENTATIVE

Lena Solow

[lsolow@cwa1180.org](mailto:lsolow@cwa1180.org)

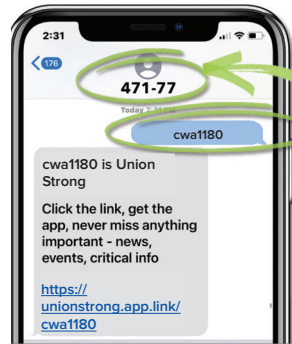
#### NONPROFIT ORGANIZER

Leslie Fine

[lfine@cwa1180.org](mailto:lfine@cwa1180.org)

# Have You Signed Up for the 1180 MOBILE APP?

UNION STRONG



**TEXT** the code: **CWA1180**  
to the number: **471-77**

You will receive a link to the



1

2

**FOLLOW** the instructions to **DOWNLOAD** and **INSTALL**

the **UNION STRONG** APP



3

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

**HIT** the **NEXT** BUTTON

4

**ENABLE LOCATION**

**HIT** the **NEXT** BUTTON



**IMPORTANT STEP! IMPORTANT STEP!**

**5 ALLOW NOTIFICATIONS**

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

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

6

**REGISTER** with EMAIL  
(or use Facebook or Apple ID)

**HIT** the **SIGN IN** BUTTON



7

**FILL IN FIELDS**

**NAME, PERSONAL EMAIL, ZIP CODE**

(Work emails not allowed)

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



8

**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**

# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

## Aug. 25, 2020

Meeting called to order at 6:07 p.m.  
Executive Board Members in Attendance:

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

**Members-at-Large:** Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Gregory Smith, Lenora Smith, Hazel O. Worley

Absent: Venus Colon-Williams and Debra Paylor

Minutes of the July 21, 2020 meeting 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:

July 22 — Held a conference call with Henry Garrido, Executive Director DC 37, to discuss savings costs and whatever measures unions can take in order to avert potential layoffs. That afternoon, she chaired the weekly staff meeting.

July 23 — Met with Fund Trustees to review security benefits appeals and the continued renovations of 6 Harrison Street, which adheres to compliance of COVID-19. That afternoon, met with Power Purchase executives and Secretary-Treasurer Robin Blair-Batte to finalize the active member benefit.

July 24 — Participated in the monthly leadership conference call with Jonathan Wangel, H+H Assistant Vice President of Labor Relations. That evening, participated in the Queens Borough Community Coordinating Committee meeting.

July 27 — Participated in the weekly NYCCLC Executive Board conference call discussion on the COVID-19 pandemic.

July 28 — Chaired the second quarter Board of Trustees meeting.

July 29 — Chaired the CWA Local 1180 weekly staff meeting.

July 30 — Participated in the CWA Local 1180 Union Strong mobile app meeting.

July 31 — Chaired the Board of Trustees meeting.

Aug. 3 — Participated in the weekly NYCCLC Executive Board conference call discussion on the COVID-19 pandemic.

Aug. 4 — Interviewed by the *Chief* civil service newspaper regarding the recent accreditation of the H+H Assistant Director title to the 1180 bargaining unit after an 11-year battle.

Aug. 5 — Chaired a H+H pre-meeting with Secretary-Treasurer Robin Blair-Batte. That afternoon, chaired the CWA Local 1180 weekly staff meeting.

Aug. 6 — Chaired the H+H Shop Steward Assistant Director's meeting. That afternoon, chaired the weekly CWA Local 1180 Board of Trustees' meeting. Later that day, met with Damien Arnold, CWA Local 1180 Fund Administrator, to discuss budget and review plan.

Aug. 10 — Participated in the weekly NYCCLC Executive Board conference call discussion on the COVID-19 pandemic.

Aug. 20 — Chaired the CWA Local 1180 Election Committee training. That afternoon, participated in the H+H Cumberland virtual site member meeting hosted by Staff Representative Romano Jones. Later that day, chaired the weekly Board of Trustees' meeting.

Aug. 21 — Participated in the H+H Coler virtual site member meeting hosted by Staff Representative Gregory Smith. Later that day, chaired the CWA Local 1180 weekly staff meeting with a special guest presentation from HCAMS.

Aug. 24 — Participated in the MLC Executive Board conference call discussion regarding steps being taken to avert city employee layoffs. Thankfully, H+H employees are not included. The Board has decided to send a letter to Mayor de Blasio regarding cost savings,

urging him to use the \$500 million reserves in the bond program. Later that day, participated in the DOHMH virtual site meeting hosted by Staff Representative Gregory Smith.

Aug. 25 — Chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated July 1, 2020, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the July 25, 2020, 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 Strickland participated in the NYCCLC meetings and various CWA Local 1180 Trustee meetings. She participated in various webinars and Staff Representative meetings, and reviewed Administrative Manager Appeals with Gwen Richardson and Business Manager Arthur Cheliotis. To date, 110 appeals have been received. Outreach Program Coordinator Jermaine Armstead has been speaking to members about their benefits.

First Vice President Gina Strickland reported the following Staff Representative activity for June 2020:

Activity	June
Agency Walk-Throughs.....	5
Conference Calls.....	16
Counseling/Warning Sessions.....	1
EEO Investigations/Interviews.....	2
Emails.....	1,434
Health & Safety Meetings.....	4
Hearing Preparations.....	3
Hearings.....	2
Labor Management Meetings.....	4
Phone Calls.....	473
Site Meetings.....	2

### Site Meetings

Metropolitan Hospital  
1901 1st Ave., Manhattan

DCAS  
210 Joralemon St., Brooklyn

First Vice President Gina Strickland reported the following Staff Representative activity for July 2020:

Activity	July
Agency Walk-Throughs.....	3
Conference Calls.....	13
EEO Investigations/Interviews.....	2
Emails.....	1,220
G.O. 15 – NYPD.....	1
Health & Safety Meetings.....	2
Hearing Preparations.....	4
Hearings.....	3
Labor-Management Meetings.....	6
Off-Site Member Meetings.....	1
OSI Interviews (DOE).....	2
Phone Calls.....	453
Site Meetings.....	9

### Site Meetings

Commission of Human Rights  
52 Chambers St., Manhattan

Correctional Health (H+H)  
18-39 42nd St., Queens

DCAS  
1932 Arthur Ave., Bronx

DCAS  
210 Joralemon St., Brooklyn

DOE  
388 West 125th St., Manhattan

DOE  
210 Joralemon St./335 Adams/330 Jay, Brooklyn

DOHMH  
22 Cortland St., Manhattan

DOHMH  
125 Worth St., Manhattan

Manhattan DA Office  
One Hogan Pl., Manhattan

Due to COVID-19 pandemic, in-person site meetings have been temporarily suspended.

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

### Second Vice President's Report

Second Vice President Brown opened an Executive Board discussion for the endorsement of Joe Biden and Kamala Harris for President and Vice President of the United States in the Nov. 3 General Election. Motion was duly made, seconded, and carried unanimously for the endorsement.

He reiterated the list of other endorsements:

1. Max Rose for U.S. Congress on Staten Island
2. Ritchie Torres for U.S. Congress in the Bronx
3. John Liu for NYS Senate in Queens
4. Andrew Gounardis for NYS Senate in Brooklyn
5. Diane Savino for NYS Senate on Staten Island
6. Rebecca Seawright for NYS Assembly in Manhattan. Even though Rebecca Seawright is an incumbent, she will be running on the Rise and Unite line.

Brown advised that DCAS announced that the Administrative Manager Promotional list, which expired Aug. 17, 2020, has been extended to Aug. 17, 2021. He advised that DCAS is expected to extend the Administrative Manager Open Competitive list when it expires in Sept. 2020.

Second Vice President Brown discussed three ways of voting in the General Election: by mail, early voting, and voting on Election Day.

Details on all three will be communicated with the membership and listed on the CWA Local 1180 website.

He gave an update on the U.S. Census count as it relates to New York City. The Census count is expected to end in Oct. 2020.

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 July 2020. She advised that the T.D. checking account has a balance of \$349,694.20 as of C.O.B Aug. 25, 2020.

CWA Local 1180 staff continues working virtually while providing services to members. CWA Local 1180 employees continue following CDC guidelines and are going into the office on staggered shifts. Temperatures are being taken and masks are being worn while on the premises.

Office renovations are continuing and will include accommodations to meet social distancing guidelines. Members who need assistance should call 212.226.6565 or email staffrep@cwal1180.org and someone will get back to them.

Secretary-Treasurer Blair-Batte reported the following:

#### Member Activity for July 2020

New Member Enrollments.....	29
Deceased Actives.....	1
Retirements.....	25
Deceased Retirees.....	4
Total Active Members.....	8,267
Total Retired Members.....	6,603

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

### Recording-Secretary's Report

Recording Secretary Lourdes Acevedo announced that she participated in the NYCCLC meeting along with Members-at-Large Debra Paylor, Denise Gilliam, Helen S. Jarrett, and Hilary Bloomfield. The focus was on protecting Postal Workers. Additionally discussed was the 2020 Census, including an increased effort on reaching out to people in order to complete the 2020 Census. The Staten Island Borough Community Coordinating Committee held a wellness check in July. Committee members were happy to see each other.

### Members-at-Large Reports

**Hilary Bloomfield** announced the City Council will vote on Intro Bills 1982 and 1987, Clean Air Buildings and Keeping Up with Building Codes.

**Gregory Smith** announced he continues participating in virtual walk-throughs of various New York City facilities to ensure COVID-19 protocols are being adhered to before members return to the workplace.

**Helen S. Jarrett** participated in the following Zoom webinars/seminars in June 2020: Legislative Political Action Team (LPAT) phone banking for the June Democratic primaries and the HEROES Act; CWA's online Legislative Political Conference from June 6-12; A Town Hall: "Trying to Find Common Ground," Parts I and II; the Staten Island Labor Community United Against Racism; Dale Carnegie's Lead Change Effectively; City & State Webinar Series: The Future of Transportation in N.Y. post COVID-19; LPAT Webinar on 400 Years of Racism; and the Worker's Organizing for Black Lives.

Next meeting date of the Executive Board Sept. 24, 2020.

Motion was duly made, seconded, and carried to adjourn at 7:17 p.m.

Respectfully submitted,

Lourdes Acevedo  
Recording Secretary

## Sept. 24, 2020

Meeting called to order at 6:10 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

Minutes of the Aug. 25, 2020, meeting were not presented and will be distributed at the next Executive Board Meeting.

### President's Report

President Middleton introduced Brandon Patterson running for Staten Island's vacant seat in the 64th Assembly District. After Mr. Patterson's presentation, a motion was made to endorse Mr. Patterson. The vote was as follows: 9 ayes and 1 abstained. The motion carried.

President Middleton announced that the City and unions continue negotiations in order to avert layoffs. The MLC sent a letter to the Mayor's Office on Aug. 26, 2020, to discuss cost-saving strategies. The unions are waiting for State Senator Andrew Gounardes, Chair of the Committee on Civil Service & Pensions, to introduce a bill offering early retirement incentives for certain public employees. As things progress, President Middleton will continue updating the Board.

President Middleton announced she was asked to sit on the CWA National Executive Board to replace Carolyn Wade who is stepping down due to family matters.

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

Aug. 26 — Chaired the weekly staff meeting.

Aug. 28 — Attended a DOHMH virtual site meeting. That afternoon, participated in the monthly leadership conference call with Jonathan Wangel, H+H Assistant Vice President of Labor Relations.

Aug. 31 — Participated in the MLC Steering Committee meeting and then the General Membership meeting. That afternoon, she prepared for the upcoming CWA Local 1180 General Membership meeting.

Sept. 1 — Chaired the CWA Local 1180 renovations meeting.

Sept. 2 — Chaired the CWA Local 1180 weekly staff meeting. That evening, chaired the CWA Local 1180 General Membership meeting.

Sept. 3 — Reviewed the status of the continuing renovations of 6 Harrison St., which will adhere to COVID-19 regulations once completed. That afternoon, met with the CWA Local 1180 Board of Trustees.

# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Sept. 4 — Was a Panelist for NYS Senator James Sanders' State of the Union Facebook Live Event. Her comments were well received.

Sept. 8 — Held a H+H follow-up meeting for continued discussions regarding the recent accreditation of the H+H Assistant Director title to the CWA Local 1180 bargaining unit.

Sept. 9 — Chaired the CWA Local 1180 weekly staff meeting.

Sept. 10 — Attended a Department of Aging virtual meeting, followed by a Department of Education site meeting. Later that day, participated in the monthly leadership conference call with Jonathan Wangel, H+H Assistant Vice President of Labor Relations.

Sept. 14 — Held an Executive Board COVID-19 conference call. Later that day, she conducted Staff Representative interviews.

Sept. 15 — Continued CWA Local 1180 Staff Representative interviews.

Sept. 16 — Chaired the weekly staff meeting. Later that day, continued the CWA Local 1180 Staff Representative interviews.

Sept. 17 — Chaired the weekly Trustee's meeting. Later that day, continued the CWA Local 1180 Staff Representative interviews.

Sept. 18 — Participated in the Queens Borough Community Coordinating Committee meeting.

Sept. 21 — Participated in the weekly MLC Steering Committee meeting. That afternoon, chaired the H+H CWA Local 1180 newly accreted member meeting.

Sept. 22 — Participated in the Assistant Directors' meeting.

Sept. 23 — Participated in the weekly MLC Steering Committee meeting. That afternoon, participated in the H+H Assistant Directors' settlement discussions.

Sept. 24 — Participated in the CWA National Executive Board Anti-Racism Training. That evening, chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Sept. 1, 2020, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed and discussed the Sept. 24, 2020, 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 participated in the NYC CLC meetings and various CWA Local 1180 Trustees meetings. She continues participating in various webinars and Staff Representative meetings, reviewed Administrative Manager Appeals with Gwen Richardson and Business Manager Arthur Chelotes, and participated in interviews for the new staff representative. She reported that Outreach Program Coordinator Jermaine Armstead has been speaking to members about their benefits.

Aug. 27 — Participated in a virtual HPD member meeting with Staff Representative Desiree Waters. That afternoon, participated in a virtual DCAS member meeting with Staff Representative Romano Jones.

Aug. 28 — Participated in the monthly H+H leadership conference call.

Aug. 31 — Participated in the MLC Steering Committee meeting.

Sept. 2 — Participated in the General Membership meeting.

Sept. 10 — Participated in a Department of Education member site meeting with Staff Representative Desiree Waters, and in the H+H Assistant Director accretion discussion.

Sept. 21 — Participated in the H+H CWA Local 1180 newly accreted member meeting.

First Vice President Gina Strickland reported the following Staff Representative activity for Aug. 2020:

## Activity August

Command Disciplines (CD).....	1
Conference Calls.....	7
Counseling/Warning Sessions.....	1
EEO Investigations/Interviews.....	2
Emails.....	1,668
G.O. 15 – NYPD.....	1
Health & Safety Meetings.....	3
Hearing Preparations.....	4
Hearings.....	2
Investigative Hearings/Meetings.....	5
Labor Management Meetings.....	1
Phone Calls.....	616
Site Meetings.....	12
Staff Rep Services Emails.....	154

## Site Meetings

Coler H+H  
400 Main St., Roosevelt Island  
Cumberland – H+H  
100 N. Portland Ave., Brooklyn

DCAS  
1 Centre St., Manhattan  
Department of Education  
5619 Flatlands, Brooklyn

Department of Education  
400 1st Ave., Manhattan  
Department of Housing Preservation & Development  
210 Joralemon St., Brooklyn

Department of Mental Health & Hygiene  
1309 Fulton Ave., Bronx

Department of Mental Health & Hygiene  
485 Throop Ave., Brooklyn

Department of Parks & Recreation  
1 Randall's Island, New York

HRA-Advent  
Various, Citywide

HRA-SNAP 46  
1910 Monterey Ave., Bronx

Office of the City Clerk  
141 Worth Street, Manhattan

Due to the COVID-19 pandemic, in-person site meetings have been temporarily suspended.

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 advised that the NYS HEROES Act legislation has been introduced in Albany. This is legislation aims to ensure that all workers are provided with appropriate PPE during a pandemic.

Brown announced that revenue borrowing for NYC, which needs state approval, remains a big issue in order to avoid layoffs of municipal workers. In addition, NYC unions are lobbying Albany legislators to approve an early retirement incentive to also avoid layoffs.

He announced that active phone banking is in progress for Biden and Harris, and for Max Rose on Staten Island and Andrew Gounardes in Brooklyn.

He concluded his report by discussing the 2020 Census, advising that the NYC count is now at 65%, up in the last two months from 50%.

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 August 2020. She advised that the T.D. checking account has a balance of \$303,938.60 as of C.O.B. Sept. 24, 2020.

Secretary-Treasurer Blair-Batte introduced Regina Kelly, election committee chair, to give the CWA Local 1180 election results. Blair-Batte reported as per Article XVII (B) of the CWA Local 1180 Bylaws, notification to the membership was published in the Local's periodical, the Communique in April-July 2022, the nomination process and date and time of submission to the Secretary-Treasurer by certified mail, no later than Sept. 1, 2020.

In accordance with the requirements of CWA Local 1180 Bylaws Article XI (A) requiring the Election Committee to notify the Secretary-

Treasurer and the Recording Secretary of the Local of the results of all elections, the CWA Local 1180 Election Committee met on Sept. 3, 2020, and received the following unopposed candidates for office who have been declared by the Committee to be elected to the Executive Board and Delegates to the CWA Convention based on Article XIV of the Bylaws:

Gloria Middleton, President  
Georgina Strickland, 1st Vice President  
Gerald Brown, 2nd Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Lourdes Acevedo, Recording Secretary  
Teasha Foreman, Member-at-Large  
Ranston Foster, Member-at-Large  
Denise Gilliam, Member-at-Large  
Helen S. Jarrett, Member-at-Large  
Debra Paylor, Member-at-Large  
Rosario Roman, Member-at-Large  
Gregory Smith, Member-at-Large  
Venus Colon-Williams, Member-at-Large  
Hazel O. Worley, Member-at-Large

Nominations were required to be made by Sept. 1 of the year prior to the beginning of the new term of office, and there were no further accepted nominations presented to the Committee by that deadline. Accordingly, the Committee determined that no further proceedings were required to declare the unopposed candidates to be the elected Officers, Executive Board, and Delegates to the Convention of CWA 2021 through 2023.

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

Secretary-Treasurer Blair-Batte reported the following:

## Member Activity for August 2020

New Member Enrollments.....	32
Deceased Active.....	1
Retirements.....	28
Deceased Retirees.....	4
Total Active Members.....	8,238
Total Retired Members.....	6,582

John T. O'Malley, CWA Local 1180 Legislative Coordinator, retired from Verizon. CWA Local 1180 pays the premiums to his health benefits. Since Mr. O'Malley is now receiving his health coverage from his Verizon retirement, he has requested the premium that Local 1180 pays for his health insurance, be paid directly to him. After a discussion, the Executive Board has requested a complete report of Mr. O'Malley's current salary, pension contribution, expenses, and health benefits. A motion was duly made, seconded, and carried to table the matter.

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

## Recording Secretary's Report

Recording Secretary Lourdes Acevedo participated in the NYCCLC monthly meeting. She also participated in numerous CWA Local 1180 Trustee meetings and in the Staten Island Borough Community Coordinating Committee meeting.

## Members-at-Large Reports

Helen S. Jarrett participated in the following Zoom webinars/seminars: E-Cornell "Building Trust between Police and the Communities They Serve"; webinar for "Black Lives Matter Movement"; Staten Island Borough Committee meeting; CWA Call to Action; Site Visits for Kings County Hospital, HRA, and Woodhull Hospital; "Fighting Inequities: Should We Have Elected Civilian Review Board (ECRB)?"

## Good and Welfare

President Gloria Middleton and Second Vice President Gerald Brown regret to inform everyone that our beloved Ruth Harden of FDNY passed away peacefully at home. May she rest in peace.

Next meeting date of the Executive Board is Oct. 22, 2020.

Motion was duly made, seconded, and carried to adjourn at 7:45 p.m.

Respectfully submitted,

Lourdes Acevedo  
Recording Secretary

## Oct. 22, 2020

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

## Bargaining Committee Meeting

President Middleton introduced the CWA Local 1180 Bargaining Committee, which she invited to join the Executive Board for the purpose of discussing the Budget Savings Offer with the New York City Office of Labor Relations in an effort to avert layoffs. President Middleton opened the discussion explaining she's been in negotiations with the New York City Office of Labor Relations due to continued budgetary and financial difficulties resulting from the impact of the COVID-19 pandemic. The proposed agreement would require approval for deferral of payments to the Security and Retirement Benefits until late next year in return for a no-layoff clause. Additionally, the de Blasio administration agreed a few days earlier to support an early retirement incentive bill introduced in the State Legislature intended to reduce the City payroll. The outline of the budget savings offer subject to City Hall approval is as follows:

- Security Benefits and Retirement Benefits Fund contributions that would otherwise be due from Oct. 2020-July 2021 on behalf of employees in Mayoral agencies and the Department of Education shall be deferred by nine months.

Originally Due	Lump Sum New Payment Dates
----------------	----------------------------

Oct. 2020	
Nov. 2020	
Dec. 2020	
Jan. 2021	Oct. 2021
Feb. 2021	Nov. & Dec. 2021

- No-layoff agreement for Mayoral agencies, DOE and H+H through June 30, 2021. Should the City receive authorization for a net of at least \$5 billion of budget relief, whether as a result of stimulus funding from the federal government and/or long-term borrowing authority, the no-layoff agreement will be extended through June 30, 2022. The no-layoff clause for July 1, 2021-June 30, 2022, does not apply to H+H or other independent municipal entities, such as NYCHA or CUNY.

- During negotiation discussions, President Middleton made it very clear to Office of Labor Relations Commissioner Renee Campion that contributions to the Annuity Fund and the 3% due Oct. 6, 2020, were off the table. Subsequently, members received the 3% increase retroactive to Oct. 6, 2020, in the Oct. 16, 2020, paychecks except for H+H, where payout dates are tentative.

After reviewing and holding discussions of the budget outline with the Bargaining Committee and Executive Board members, a motion was duly made, seconded, and carried to allow President Middleton to accept the proposal with the City pending Local 1180 legal review. President Middleton thanked the Bargaining Committee members for their due diligence. At this point, the Bargaining Committee was excused and the Executive Board meeting commenced.

## Executive Board Meeting

President Middleton officially called the Executive Board meeting to order at 6:38 p.m. Minutes of the Aug. 25, 2020, meeting and the Sept. 24, 2020, 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:

# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Sept. 25 — Participated in the monthly leadership conference call with Jonathan Wangel, H+H Assistant Vice President of Labor Relations.

Sept. 28 — Participated in the MLC COVID-19 conference call. Later that day, participated in a Special Board of Trustees—Directive 12 and annual returns review meeting.

Oct. 1 — Chaired the CWA Local 1180 Board of Trustees meeting. That evening, participated in Assembly Speaker Carl Heastie's virtual 53rd birthday celebration.

Oct. 2 — Participated in the H+H Coordinating Managers Field Work for Harp Assessors Labor Relations meeting.

Oct. 5 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting.

Oct. 6 — Attended Ruth Harden's virtual funeral services.

Oct. 7 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting. Later that day, participated in the Assistant Director settlement discussions with CWA and H+H. Lastly, she participated in the DSCC GOTV reception.

Oct. 9 — Prepared for the upcoming CWA Local 1180 General Membership meeting. Later that day, participated in the CWA National Executive Board Briefing on Election Protection Efforts. That evening, she participated in the 2020 CWA-MLI Graduation.

Oct. 13 — Participated in the collective bargaining negotiations meeting. That afternoon, participated in the New York City Employee Retirement System (NYCERS) Pension meeting.

Oct. 14 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting. That evening, chaired the CWA Local 1180 General Membership meeting.

Oct. 15 — Attended the National CWA Executive Board meeting. That evening, participated in the Local 1180 web meeting.

Oct. 19 — Participated in the MLC COVID-19 conference call and in the H+H Lincoln Hospital site meeting. That evening, participated in a NYCERS informational webinar.

Oct. 20 — Chaired CWA Local 1180 third quarter Board of Trustees meeting.

Oct. 21 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting.

Oct. 22 — Chaired the H+H Assistant Directors' accretion meeting. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Oct. 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 Oct. 22, 2020, 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 continues reviewing Administrative Manager Appeals with Gwen Richardson and Business Manager Arthur Cheliotis. To date, 110 appeals have been received, 38 approved, 33 denied, 39 are under review, and one was won. She will provide an updated report at next month's meeting.

Strickland reported that she, along with staff representatives, are holding New York City Housing Authority contract negotiation meetings. The process is taking some time to come to reach an agreement. Additionally, she reported that the New York City Police Department is revisiting compressed work week schedules to allow cleaning of facilities and social distancing.

Oct. 19 — Participated in a NYCERS informational meeting.

Oct. 20 — Participated in the CWA Local 1180 third quarter Board of Trustees meeting.

Oct. 21 — Participated in the CWA Local 1180 weekly staff meeting.

Oct. 22 — Chaired the H+H Assistant Directors' accretion meeting. That evening, she participated in the CWA Local 1180 Executive Board meeting.

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

## Second Vice President's Report

Second Vice President Gerald Brown reported the following:

The Department of Citywide Administrative Services extended the Administrative Manager Open Competitive list from Sept. 28, 2020, to Sept. 28, 2021. There are more than 4,000 eligible candidates on the list.

The American people are 12 days away from the 2020 Presidential Election. Mobilization efforts are in place to get out the vote for Biden and Harris.

Oct. 19 — Hosted the NYCERS informational webinar with 300 Local 1180 members in attendance. NYCERS Executive Director Melanie Whinnery also attended to assist her staff during the webinar.

Kevin Reilly, candidate for the open seat in the 12th NYC Council District Special election on Dec. 22, 2020, was interviewed tonight by the Executive Board. After conducting the interview, there was a discussion, followed by a motion that was seconded and carried unanimously to endorse Kevin Reilly.

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 Sept. 2020. She advised that the T.D. checking account has a balance of \$477,213.16 as of C.O.B. Oct. 22, 2020.

CWA Local 1180 office renovations continue in conformance with COVID-19 guidelines. Members who need assistance should call 212. 226.6565 or e-mail staffrep@cwal1180.org and someone will get back to them.

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

### Member Activity for September 2020

New Member Enrollments.....	31
Deceased Actives.....	1
Retirements.....	19
Deceased Retirees.....	4
Total Active Members.....	8,227
Total Retired Members.....	6,566

Blair-Batte announced CWA Local 1180 has hired our newest Staff Representative, Shakima Ivory from NYCHA.

John T. O'Malley, CWA Local 1180 Legislative Coordinator's health insurance issue has ended. No further action to be taken.

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

## Recording Secretary's Report

Recording Secretary Lourdes Acevedo participated in the NYCCCL monthly meeting, and in numerous Local 1180 Trustee meetings. Additionally, she participated in the Staten Island Borough Community Coordinating Committee meeting.

## Members-at-Large Reports

**Hazel O. Worley** announced that the National CWA meeting was very interesting. A group of activists is working on pushing the vote.

**Lisa Lloyd** participated in the WFP meeting, which was very interesting.

**Greg Smith** commended the Staten Island Borough Committee meeting for being the best we ever had. Guest Speaker Selena Grey, Staten Island campaign manager, was very insightful. Looking forward, she may be able to afford CWA Local 1180 a meeting space in the North Shore as her offices are closer to the Staten Island Ferry. The committee will look to work with her office in order to help expand relations with other community organizations.

Smith additionally reported negotiations with the School Construction Authority last week went

well. Also, he has been holding walk-throughs with different city agencies to ensure COVID-19 compliance. He will hold a walk-through with the Department of Correction next week.

**Helen S. Jarrett** continues phone banking efforts. On Oct. 1, 2020, she participated in the NYCCCL interim meeting.

Next meeting date of the Executive Board is Nov. 19, 2020.

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

Respectfully submitted,

Lourdes Acevedo  
Recording Secretary

## Nov. 19, 2020

Meeting called to order at 6:05 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, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

**Absent:** Member-at-Large Denise Gilliam

Minutes of the Oct. 22, 2020, meeting not presented and will be distributed at the next Executive Board Meeting.

## President's Report

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

Oct. 23 — Participated in the New York State Public Employee Conference (NYSPEC) meeting regarding Law Enforcement and the Black Lives Matter movement. Shared points of view from both sides of the aisle as many family members have officers employed in Police Departments across the United States. She participated in the New York City layoff discussions with Office of Labor Relations. That afternoon, she participated in the monthly leadership conference call with Jonathan Wangel, H+H Assistant Vice President of Labor Relations. Lastly, she participated in the CUNY SLU Advisory Board meeting.

Oct. 24 — Participated in the National Minority Caucus meeting.

Oct. 26 — Participated in the NYCCCL COVID-19 weekly conference call. That afternoon, held an interview with Anna Rivera of Cornell University. Later that day, participated in Joe Biden and Kamala Harris phone banking.

Oct. 28 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting.

Oct. 29 — Participated in the H+H HARP Assessors meeting. Job specification of duties need to be coordinated with the Union.

Oct. 30 — Participated in a conference call with CWA National regarding Philadelphia.

Nov. 2 — Participated in the NYCCCL COVID-19 weekly conference call.

Nov. 4 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting. Later that day, she participated in the CWA President's meeting chaired by Dennis Trainor, Vice President of CWA District 1.

Nov. 5 — Prepared for the upcoming Local 1180 General Membership meeting. Later that day, participated in a Zoom call with District 1 VP Dennis Trainor regarding election results and possible rallies in Philadelphia.

Nov. 6 — Participated in virtual conference call with Dennis Trainor regarding election results.

Nov. 9 — Participated in the NYCCCL COVID-19 weekly conference call.

Nov. 10 — Attended the virtual NYSPEC yearly conference.

Nov. 12 — Chaired the H+H Assistant Directors' accretion meeting, and the CWA Local 1180 General Membership meeting.

Nov. 13 — Chaired a Board of Trustees appeals meeting.

Nov. 16 — Participated in the NYCCCL mayoral candidates' interviews. That evening, she participated in the NYCERS retirement webinar.

Nov. 18 — Chaired the weekly Communications meeting, followed by the Local 1180 weekly staff meeting. Later that day, she held a discussion with New York State Senator Andrea Steward-Cousins regarding taxing the rich and the Early Retirement Incentive.

Nov. 19 — Attended in the CWA National Executive Board Meeting. That evening, she chaired the Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Nov. 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 Oct. 22, 2020, 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 reviewed Administrative Manager Appeals with Gwen Richardson and Arthur Cheliotis. To date, 110 appeals have been received, 38 approved, 33 denied, and 39 are under review. Of the 38 approved by Local 1180, three have been approved by the agencies for upgrades. She will provide an updated report at next month's meeting.

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

Nov. 13 — Participated in the CWA Local 1180 Board of Trustees appeals meeting.

Nov. 12 — Chaired the H+H Assistant Directors' accretion meeting. That evening, she participated in the CWA Local 1180 General Membership meeting.

First Vice President Gina Strickland reported the following Staff Representative activity for Oct. 2020:

Activity	October
Agency Walk-Throughs.....	6
Conference Calls.....	15
Counseling/Warning Sessions.....	2
EEO Investigations/Interviews.....	2
Emails.....	1,572
G.O. 15 – NYPD.....	1
Health & Safety Meetings.....	2
Hearing Preparations.....	6
Hearings.....	4
Investigative Hearings/Meetings.....	3
Labor Management Meetings.....	11
Phone Calls.....	612
Site Meetings.....	14
Supervisory Conferences.....	2

## Site Meetings

Administration of Children Services (ACS)  
92-31 Union Hall, 90-25 161 St., Queens

Administration of Children Services (ACS)  
2501 Grand Concourse, 1200 Water Pl., Bronx

Administration of Children Services (ACS)  
350 St. Marks Pl., Staten Island  
135 Canal St., 55 W. 125th St., Manhattan

Department of Buildings (DOB)  
280 Broadway, Manhattan

Department of Parks & Recreation (Parks)  
117-2 Roosevelt Ave., Corona

Department of Sanitation (DSNY)  
59 Maiden Lane, 51 Chambers St.,  
44 Beaver Street, Manhattan

Department of Sanitation (DSNY)  
177 E. 123rd St., 375 Pearl St., 346 Broadway,  
137 Centre St., Manhattan

Department of Sanitation (DSNY)  
2500 Richmond Ave., 1824 Shore Pkwy.  
Muldoon Ave. & 161 Varick Ave., Staten Island



# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

H+H – Correctional Health Services  
55 Water St., Manhattan

H+H – Jacobi  
1400 Pelham Pkwy., Bronx

H+H – Lincoln  
234 E. 149th St., Bronx

Human Resources Administration (HRA)–Finance  
150 Greenwich St., Manhattan

Human Resources Administration (HRA)–Infoline  
505 Clermont Ave., Brooklyn

Human Resources Administration (HRA)–Infoline  
91-31 Union Hall St., Jamaica

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:

Nov. 16 — Hosted the second NYCERS/CWA Local 1180 informational webinar with 106 members participating. NYCERS Executive Director Melanie Whinnery assisted her staff with the webinar.

Hold the dates: Dec. 1, 2020, Second Vice President Brown will conduct a Rank Choice Voting webinar; Dec. 12, 2020, Mayoral candidate interviews will be conducted; and in Jan. 2021, interviews will be conducted for NYC Comptroller.

Brown conducted a discussion on the 2020 Presidential election results.

He announced that on Dec. 22, 2020, there will be a special election for the 12th Council District in the Bronx and CWA Local 1180 has endorsed Kevin Reilly.

Jan. 5, 2021, the Georgia Primary run off will be held 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 participated in the NYCCLC Political Directors' meetings, the CWA Political Legislative meetings, and the New York City Education Directors quarterly meeting.

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

## Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for October 2020. She advised that the T.D. checking account has a balance of \$581,071.70 as of C.O.B. Nov. 19, 2020.

Local 1180's fourth floor office renovations are going well with an anticipated completion by the end of Jan. 2021, at which time the contractors will commence renovating the third floor. Members who need assistance should call 212.226.6565 or email [staffrepervices@cwa1180.org](mailto:staffrepervices@cwa1180.org) and someone will get back to them.

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

### Member Activity for October 2020

New Member Enrollments.....	33
Deceased Actives.....	3
Retirements.....	19
Deceased Retirees.....	5
Total Active Members.....	8,215
Total Retired Members.....	6,566

Secretary-Treasurer Blair-Batte announced that Queens Borough Coordinating Committee

members Olivia B. Livingston, Diane Owens, and Elaine Blair volunteered to work on Donovan Richards' Queens Borough President transition team.

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

## Recording Secretary's Report

Recording Secretary Lourdes Acevedo participated in numerous CWA Local 1180 Trustee meetings, the Staten Island Borough Coordinating Committee meeting, and the CWA Local 1180 General Membership meeting.

## Members-at-Large Reports

**Venus Colon-Williams** announced Assembly Member Karines Reyes of the Bronx is hosting a Toy Drive. The toys will be distributed to a shelter for battered women. She also announced members are to be reminded that New York City-issued computers are for New York City business only. They are not for personal use.

**Debra Paylor** announced that Mark Levine was a very good speaker during the Manhattan Borough Community Coordinating Committee meeting. The members were very engaged. She also reported that she participated in the following during the past month: 10/24–Phone Banking for Biden/Harris; 10/27–Civil Service Committee; 10/28–Hispanic Committee Meeting; 11/5–Unity Team virtual celebration; 11/9–CB 11 Committee meeting; 11/10–Women's Committee meeting; 11/12–General Membership meeting; 11/17–Manhattan Borough meeting.

**Greg Smith** reported the following: Nov. 12 — School Construction Authority contract negotiations continue with discussions on economic terms of contract. Next meeting will

be held in December. Nov. 16 — He participated in safety walkthroughs of Department of Correction (DOC) IT Trailer and Transportation Garage. Members are working remotely. Nov. 17 — He participated in the HRA Administrative Job Opportunity Specialist (Center Directors) meeting discussing staffing issues and client coverages. A Labor-Management meeting is to be established. Nov. 19 — He represented two members at DOC Administrative Manager Level Appeals Step II hearings.

At the Staten Island Borough Coordinating Committee meeting, a member inquired about food services options. A Food Services referral list is to be developed for the CWA 1180 website.

**Helen S. Jarrett** is organizing phone banking efforts for the Jan. 5, 2021, Georgia run-off special elections that will determine which party has control in the U.S. Senate.

**Hazel O. Worley** reported the Committee on Civil Rights and Equity/Community Services is hosting a Drive Up/Drop Off Toy Drive on Dec. 12 and 19 in collaboration with Man Up of Brooklyn and the Brooklyn Cinderella Project.

Next meeting date of the Executive Board is Dec. 29, 2020.

Motion was duly made, seconded, and carried to adjourn at 7:22 p.m.

Respectfully submitted,

Lourdes Acevedo  
Recording Secretary

## Our Newest STAFF REPRESENTATIVE **Shakima Ivory**



**Shakima Ivory**  
Administrative Manager  
NYC Housing Authority

Shakima Ivory is Local 1180's newest Staff Representative. She started at the NYC Housing Authority (NYCHA) 20 years ago, advancing her career in varied capacities, including Secretary II, Secretary III, Principal Administrative Associate (PAA) Levels I, II, and III, and Administrative Manager, a title she has held for the past 10 years. It was in 2005 that Shakima became a member of CWA Local 1180.

From the outset, Shakima got involved in union activities. She uses her positive attitude and tireless energy to encourage others to work hard and succeed, and is passionate about helping others achieve higher professional and personal goals. She is consistent and diligent in her efforts to solicit member participation for meetings, workshops, and union activities. Her coworkers noticed that about Shakima and elected her as a Shop Steward at NYCHA's 90 Church Street location.

In 2016, she successfully completed both the Shop Steward and Shop Steward Grievance Handling trainings. As a Shop Steward, she advocated for members, coordinated onsite meetings, and conducted Shop Steward elections. In 2020, Shakima was nominated to serve on the Local 1180 Election Committee.

She has been a valuable resource to Shop Stewards, members, and the Union, providing insight regarding general working conditions and workload distribution. Shakima is always willing to assist members work through personal barriers that impede their work, and is a strong believer in fighting for union and human rights.

One of Shakima's proudest achievements was serving as a Girl Scout Troop Leader at Penn-Wortman Community Center for two years, where she recruited adults to serve as members of the Troop Committee. She conducted weekly fun, interactive, informative girl-led activities addressing current issues that met the girls' interests and needs. The Brownies, Juniors, and Cadettes participated in fundraisers, community service projects and various workshops such as financial literacy, gang prevention, domestic/teen dating violence, HIV/AIDS and STD prevention, building body confidence and self-esteem.

Shakima took joy in planning weekend trips to Camp Kaufmann (Dutchess County) to bring together girls from diverse backgrounds, some of which had never left their own borough, let alone experienced camping or skiing. Shakima has a passion for service and giving back to her community. When asked what motivates her, she replies "I lead with my heart."

Shakima enjoys spending time with her family and friends, loves to travel, enjoys a good Netflix binge, and a good book every now and then.

She lives by the words of John Lewis: "Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble." ■

# COMMITTEES

## Caribbean Heritage Committee

Gina Strickland, Chair  
[gstrickland@cwa1180.org](mailto:gstrickland@cwa1180.org)  
Meeting: 3rd Wednesday of each month

## Civil Rights & Equity/Community Service Committee

Hazel O. Worley, Chair  
[hworley@cwa1180.org](mailto: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](mailto: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](mailto:vwilliams@cwa1180.org)  
Meeting: 2nd Thursday of each month

## Legislative and Political Committee

Gerald Brown, Chair  
[gbrown@cwa1180.org](mailto:gbrown@cwa1180.org)

## Organizing Committee

Leslie Fine, Chair  
[lfine@cwa1180.org](mailto:lfine@cwa1180.org)

## People with Disabilities Committee

Edward Yood, Chair  
[envpush.yme@verizon.net](mailto:envpush.yme@verizon.net)  
Meeting: 1st Wednesday of each month

## Pride Committee

Vera Jordan & Lena Solow, Co-Chairs  
[lsolow@cwa1180.org](mailto:lsolow@cwa1180.org), [vjordan@health.nyc.gov](mailto:vjordan@health.nyc.gov)

## Women's Committee

Denise Gilliam, Chair  
[dgilliam@cwa1180.org](mailto:dgilliam@cwa1180.org)  
Meeting: 2nd Tuesday of each month

## BOROUGH COMMUNITY COORDINATING COMMITTEES

### Bronx BCCC

Carolyn Chamorro, Chair  
[carolynchamorro@hotmail.com](mailto:carolynchamorro@hotmail.com)

### Brooklyn BCCC

Verna Finley, Chair  
[jeanwf50@gmail.com](mailto:jeanwf50@gmail.com)

### Manhattan BCCC

Patti Jacobs, Chair  
[manhattanbcc1@gmail.com](mailto:manhattanbcc1@gmail.com)

### Queens BCCC

Elaine Blair, Chair  
[eilblair5@gmail.com](mailto:eilblair5@gmail.com)

### Staten Island BCCC

Rosie Roman, Chair  
[rroman@cwa1180.org](mailto:rroman@cwa1180.org)

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

# about our members

## Union Honors Retired Shop Stewards



CWA Local 1180 recognized the outstanding service of two, longtime Shop Stewards who retired — **Darlene Merchant**, NYC Department of Design and Construction, and **Greta Hamer**, NYC Health+Hospitals—Harlem Hospital.

Merchant, above left, worked for the City of New York for 34 years. She started learning about unions as a Shop Steward with Water Supply when she was a member of DC 37. Ten years later, she got promoted to PAA, a title she retired with, and became a member of CWA Local 1180. Her drive to continue being involved and helping coworkers meant she once again entered the Shop Steward arena when the Steward at her agency was leaving in 2004.

Merchant said learning how to advocate for the members and trying to keep them updated on all the important news were two of the most vital aspects of her job. Her biggest challenge, she admits, was getting members from her agency to attend meetings and get involved.

"Everyone was always so busy so it was hard to get them to come to a meeting after work. I wanted to do more as a Shop Steward and now I'm looking forward to the days when we can come to the union again," Merchant said. "As a retiree, there's always a lot to do. I've always thought that 1180 was like a family."

Her parting words to members is to "attend meetings, especially now when they are virtual, find out about the issues, and do your part to help the union achieve whatever the goal is. We need more members to participate."

Hamer, above right, retired on Dec. 19, 2019, after 40 years, all at Harlem Hospital. Her first 39 were spent in the pharmacy department and the last year, Hamer worked in emergency services.

Hamer started in Feb. 1980 as an Office Aide and worked her way up the ranks to a PAA Level III. In 2005, she became a Local 1180 Shop Steward because, she said, "I wanted to help."

"In the beginning, I had a couple of issues when I came to 1180 from DC 37. I knew what it was like to be the new person and I wanted to be there to help others. I found it rewarding to be a Shop Steward," Hamer said.

Hamer offers similar advice as Merchant's to members — join the union and get involved.

**Staff Representative Gregory Smith**, who worked with both Merchant and Hamer, presented each a plaque on behalf of the union for their tremendous efforts and commitment to Local 1180 and its members.

"It was an honor to work with both of these tremendous women in their roles as Shop Stewards for their respective agencies. They were dedicated, hard-working, and knowledgeable about all the important issues. They were involved and did everything they could to make sure the members at their sites were well informed about everything going on," Smith said.

**President Gloria Middleton** said that both Merchant and Hamer set an example of what it means to be an effective Shop Steward. "We could always count on them," she said. "They stepped up to the plate, talked to other members, and attended events. They were engaging, and that's what being a Shop Steward is all about." ■

# IN MEMORIAM

NAME	AGENCY	DECEASED
Ruth Bailey	NYC Housing Authority	10/10/2020
Rosemary Battersby	Police Department	10/4/2020
Sharon Breland	Office of the Comptroller	12/30/2020
Roxanne Chambers	DOITT	12/19/2020
Saretta Cyrus	Dept. of Social Services	12/27/2020
Marilyn Destin	Dept. of Social Services	10/16/2020
Larie Gordon	DOITT	10/14/2020
Linda Heidinger	Police Department	12/10/2020
Beulah Holley Logan	School Construction Authority	10/17/2020
Michelle Isler-Weathers	Dept. of Social Services	10/13/2020
Leticia Malavet	Woodhull Medical Center	12/3/2020
Christopher Marshall	Dept. of Social Services	10/6/2020
Norma Mastandrea	Health+Hospitals Corp.	11/21/2020
Rodney Maxwell	Health+Hospitals Corp.	10/7/2020
Brenda McKiver	Fire Department	11/22/2020
Eleanor Owen	Dept. of Transportation	10/14/2020
Edith Owens	Harlem Hospital Center	9/6/2020
Mae Richardson	NYC Transit Authority	11/13/2020
Edna Robinson	Department of Buildings	11/20/2020
Eileen Sarjeant	Housing Preservation & Development	10/9/2020
Donald Sawyer	Dept. of Social Services	12/13/2020
Irene Schnapp	Dept. of Social Services	9/24/2020
Deborah Stephens	Dept. of Social Services	12/18/2020
Shirley Stokeley	Dept. of Environmental Protection	12/4/2020
Brenda Valdez	Police Department	11/23/2020
Eleanor Waisome	Dept. of Social Services	10/23/2020
Darren Welty	Dept. of Consumer Affairs	11/7/2020
Beverly Wilson	Administration for Children Services	12/19/2020
David Wolberg	Dept. of Social Services	11/5/2020

## about our members



Condolences to the family of **Darren Welty** (former Local 1180 Benefits Supervisor) on his passing on Nov. 7, 2020. He started working for the Local 1180 Benefits Fund in Aug. 2006, and worked his way up to Senior Benefits Associate, supervising the Claims Processing Unit until April 2017, when he took the City's Open Competitive exam for Administrative Manager and passed. He left the Union to work for the Department of Consumer Affairs.

"Darren was a bright, talented, young man who cared about the members and retirees," said Arthur Cheliotis, former Local 1180 president under whom Welty worked. "When the opportunity to take the Open Competitive exam for Administrative Manager came up, we

knew he would score well, and he did. He had the unique distinction of working as an employee of Local 1180 and then becoming a member through the competitive civil service system. We will miss him."

Damien Arnold, Benefits Fund Administrator, worked with Welty, and said, "Darren will be remembered for his work contribution, infectious laughter, and the positive energy he shared with his coworkers and loved ones." ■

Condolences to the family of **Brenda McKiver (Shop Steward, FDNY)** who passed away on Nov. 22, 2020. "All of us at Local 1180 have lost a great woman, a friend, and a role model, who as a Shop Steward truly advocated for our members and committed herself to our Union every day," said First Vice President Gina Strickland. "My heart was heavy when I received the news. Our thoughts are with her family." ■



Condolences to **Shop Steward Valerie Francis-Williams (NYCHA)** on the passing of her mother Gloria Miller-Francis on Dec. 22, 2020. ■

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## COMMUNIQUE

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Gerald Brown, Second Vice President  
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Denise Gilliam, Helen S. Jarrett,  
Debra Paylor, Rosario Roman, Gregory Smith,  
Venus Williams, Hazel O. Worley

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# 3 Members-at-Large Step Down



Last year brought about change in myriad ways for so many Local 1180 members, but for three in particular who have helped guide the Union, it was time to turn over the reigns. Members-at-Large **Lisa Lloyd**, **Hilary Bloomfield**, and **Lenora Smith** all stepped down from their Executive Board positions at the close of 2020.

“CWA Local 1180 is one of the best unions to be involved with,” said Lloyd, who has been on the Board for nine years, and has worked as a dedicated civil servant for nearly 20 years in various positions at Health+Hospitals. It was in 2008 that she was first elected as a Shop Steward after getting involved with Local 1180 and showing a strong desire to help members in her workplace. Keeping everyone informed of upcoming events, rallies, benefits, and educational programs, and organizing site meetings so members know about the about the Union’s benefits and can ask questions are just some of what Lloyd enjoyed so much about staying involved.

Bloomfield comes from a family of active union members, so it was in her blood to get involved in Local 1180 right from the start. She started her civil service career with the Department of Transportation/Parking Violation Bureau and was a member of DC 37 Local 1549. As she moved up the career ladder via civil service exams, she became a Local 1180 member, and in 1992, was elected as a Shop Steward.

But as family tradition would have it, that wasn’t quite enough. Bloomfield wanted to be even more involved, so she joined several Local 1180 committees: Political Action, Women’s, Caribbean Heritage, and Civil Service, and later became facilitator for the Bronx Borough Community Coordinating Committee. She repeatedly was elected to serve on the Contract Negotiations Bargaining Committee.

With all of that dedication to the members and the Union, in 2014, she was elected as a Member-at-Large and joined the Executive Board, where she remained for six years.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel,” Bloomfield said when recalling her

time on the Board. “I will never forget my CWA 1180 family. Thank you all for giving me the opportunity to represent you throughout the years. Special thank you to Arthur Cheliotos and Gloria Middleton, along with the Executive Board and the staff. It was a pleasure.”

Of the three, Smith was the longest-serving Member-at-Large — 18 years — having first been elected in 2002. She began her civil service career with the NYC Department of Environmental Protection in 1988, and was first elected as a Shop Steward in 1992, representing more than 400 members at her worksite.

Smith served as a Labor Chair QWL/DEP Employee Recognition Committee and was an active member of the Union’s Political Action Committee for 25 years. She was the Chairperson of the Education Committee and Book Club, and was an active member of numerous committees: Civil Rights & Equity, Civil Service, Hispanic, Women’s, the Brooklyn Community Coordinating Committee, and the Local 1180 Collective Bargaining Committee. Outside of Local 1180, Lenora was heavily involved as a member of the Labor Coalition for Latin American Advancement (LCLAA), Coalition of Labor Union Women (CLUW), and Coalition of Black Trade Unionists (CBTU).

“I have learned so much through the years and enjoyed myself tremendously being a CWA Local 1180 member in good standing and serving on the Board,” she said. “My favorite part was learning how to become a successful leader serving our members through the training I received from CWA National and Cornell University. I will forever cherish what I was able to do for the members through organizing and mobilizing for their collective bargaining and worker rights.”

After 32 years with DEP, she finally decided to retire, and plans to now live her best life. “I am so grateful that I am blessed with a daughter and four grandchildren. I plan to live my life to its fullest and continue to count my blessings,” Smith said. ■