

OCT — DEC  
2024

CWA LOCAL 1180 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC

# COMMUNIQUE

A BATTLE FOR  
**ONE**

IS A BATTLE FOR

**ALL**







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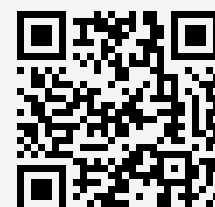
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## STAFF REPRESENTATIVES

Need help finding your Staff Representative?  
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Security Benefits for Retired Members  
212.966.5353  
Claim Forms Hotline: 212.925.1091  
Retiree Division: 212.226.5800

### For Out-of-Town Retirees

Retiree Division: 800.801.2882  
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## BENEFITS

### CWA Local 1180 Security Benefits, Retiree Benefits, Education Benefits & Legal Benefits Funds

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New York, NY 10013-2898

212.966.5353  
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212.669.1357

Appeal-related inquiries  
[LMAApealsUnit@dcas.nyc.gov](mailto:LMAApealsUnit@dcas.nyc.gov)

Citywide hiring pool inquiries  
[CWHP@dcas.nyc.gov](mailto:CWHP@dcas.nyc.gov)

Eligible list and status inquiries  
[LMACustomerServicesUnit@dcas.nyc.gov](mailto:LMACustomerServicesUnit@dcas.nyc.gov)

Eligibility, performance, and seniority inquiries  
[EligibilityandSeniorityUnit@dcas.nyc.gov](mailto:EligibilityandSeniorityUnit@dcas.nyc.gov)

Special military inquiries  
[specialmilitary@dcas.nyc.gov](mailto:specialmilitary@dcas.nyc.gov)

Exam applications, payments and fee waiver inquiries  
[OASys@dcas.nyc.gov](mailto:OASys@dcas.nyc.gov)

Make-up/alternate event date inquiries  
[TestingAccommodations@dcas.nyc.gov](mailto:TestingAccommodations@dcas.nyc.gov)

Investigation-related inquiries  
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#### Borough Information + Testing Centers

Bronx  
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Brooklyn  
210 Joralemon St., 4th Floor, Brooklyn 11201

Manhattan  
2 Lafayette St., 17th Floor, New York 10007

Queens  
118-35 Queens Blvd., 5th Floor, Forest Hills 11375

Staten Island  
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DCAS Education Programs Catalogue  
[bit.ly/3zrh88S](http://bit.ly/3zrh88S)



# COMMUNIQUE

## Official Publication

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

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# ONLINE IS A BATTLE FOR

## Union Stands With Members Who Lost Their Jobs

On Oct. 22, 2024, StoryCorps suddenly and without warning laid off 11% of Local 1180 members in an overt act of retaliation for various union activities. In a cynical move, StoryCorps used the layoffs to bypass the union's contract and directly target a shop steward and a worker who had filed a grievance around discrimination at the organization.

In response, hundreds of CWA Local 1180 members and allies signed a petition calling for the members to be reinstated, and the union filed Unfair Labor Practice Charges.

In an incredible show of solidarity, union workers at StoryCorps shut down captive audience meetings and organized non-stop collective actions every week since the layoffs to counter management's union busting tactics.

Almost two months from the layoffs, StoryCorps workers, backed by their union, turned up the heat, calling on all supporters to join a Rally for Reinstatement outside StoryCorps Headquarters. The Dec. 15 action sent a message that when you take on one Local 1180 member, you take on the entire union!

Here is the personal story of Jey Born, the StoryCorps' shop steward who was targeted by his employer, and is now fighting with the help of his union, Local 1180, to get back his job.

My name is Jey Born. I was a union electrician with IBEW Local 3 for 16 years. During that time, I found my work extremely rewarding but socially isolating. As a way to feel more connected to the world and people who had different experiences than I did, I began listening to public radio at work. It was like having a window into a whole new universe and I fell in love with the craft of sharing stories.

I realized that this was something I could do, and I began a journey of learning to make radio. I would spend every moment I could listening and practicing. I took advantage of brief periods of layoffs between jobs interning at our local NPR station or taking classes. After 10 years of passion and determination, I finally felt ready to take the leap and change careers. Within six months, I began working at StoryCorps, a public radio icon, and I knew that I had landed the job of my wildest dreams.

I was employed by StoryCorps in 2018 when the union was in its final phase of negotiating its first contract with management. It was an extremely contentious process, and I felt fortunate to arrive at a time when wages were increasing and worker protections were being established. Having been a union member of Local 3, I arrived with a well-established appreciation for the role unions can play in the work place to protect employees and create an environment of negotiation rather than top-down decision making.

I was honored to be elected as a shop steward in 2019, along with two of my colleagues, as it gave me an opportunity to be part of the process, to continue to work diligently to uphold the agreed-upon contract terms, and work toward a future organization that respected its employees.

I was originally hired by StoryCorps as a production assistant and earned two promotions in two years. My last position was as a producer, a position I held for four years. At the time of my layoff, I was the most senior member of my department.



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In my role as a shop steward, I represented several union members during grievance procedures, spoke quarterly with CEO Sandra Clark expressing staff concerns, and was also a member of the bargaining committee.

It wasn't until the appointment in 2023 of Chief Content Officer Michael Garofalo that I experienced any particular animus toward me as a producer or union representative. After his arrival, my experience as a staff member changed dramatically.

I brought Mr. Garofalo my concerns about the new policy of excluding unionized producers from hiring committees and he responded with an explosive temper. I was told that a piece I submitted was initially rejected because it was interpreted by Mr. Garofalo as union activity and a threat of strike during contract negotiations as opposed to a piece about a historical figure in American history.

I wrote to Karen Anglade, the head of HR, expressing my concerns about the ongoing tensions between Mr. Garofalo and myself, explaining that for the first time I felt incredibly targeted by his behaviors, and for the first time considered quitting a job I loved.

Ms. Anglade arranged to mediate a conversation between me and Mr. Garofalo. The original session was scheduled for one and half hours, and was then extended to two sessions of the same length. During these sessions, I methodically enumerated each of the instances where Mr. Garofalo made me feel targeted as a union representative and producer. He apologized and took responsibility for all but one occasion that I named.

I had nothing but exemplary reviews from every supervisor who oversaw my work, which was regularly promoted within the editorial process to animation (a mark of distinction), and was highly rated in our department reviews by my peers and editors. Yet, Mr. Garofalo gave me the lowest scores possible in nearly all categories when making his determination for layoffs.

Unionizing StoryCorps staff has occasionally led to uncomfortable situations with management. This is a common experience, but one that has improved over time. Our efforts to uphold the contract and encourage progress in the organization for its workers has been met with resistance on several occasions, but I never felt any true animus until Mr. Garofalo's arrival. There is no evidence that would justify my dismissal based on performance or seniority. I am left with the understanding that my layoff was an act of retaliation for union activity and little else.

While being laid off was a disturbing experience, I have been incredibly moved to have the support of my fellow colleagues and union members. The union and its members have been diligently working toward negotiation over our layoffs with management. We have attempted to propose negotiation through letters, protest, and the grievance process.

I have felt privileged to work at StoryCorps. It is an iconic organization in both the archives and radio worlds, and more than anything I have never stopped feeling the responsibility and pride of working with participants to honor their stories. While the last year has been extremely troubling, and at times disturbing, I have never lost sight of the importance of the work done by staff day in and day out. I feel strongly that my work with participants is far from done, and desire more than anything the opportunity to return to my position. I still believe that we can reconcile our differences and find a way forward that gets everyone's needs met.

My hope is that management will come to the table and recognize that there is a better path forward, that we are stronger together than apart, and that we would rather be hard at work for our participants than marching in the streets. To focus on that work requires management to show dignity and respect to their employees, and these layoffs show a lack of both.





## GLORIA MIDDLETON

### And the 2024 Year Comes to a Close.

I have been a member of CWA Local 1180 since the early 1980s, serving as a Shop Steward. In 1995, I came to the Local and served as a Staff Rep before being elected as Secretary-Treasurer in 2001 and then as your President in 2018.

In all these years, through many ups and downs, dealing with numerous trials and tribulations like the Supreme Court case *Janus vs. AFSCME* that sought to undermine the very existence of the labor movement as we know it, I do not recall a time like we are experiencing now.

A time when we are about to enter our second go-round of #45, this time as #47. A time when Diversity, Equity, and Inclusion (DEI) is hanging on by a thread. A time when women's rights are going by the wayside. A time when free speech takes precedence over calling out violence. And a time when, once again, the future of labor is at risk.

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**We have causes to battle, points to make, fights to win. But Local 1180 is strong and we will keep moving forward, along with the entire labor movement, thanks to the support and teamwork of our members.**

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That's why, now more than ever, we must continue to stick together. In recapping the year 2024, I am so proud of our accomplishments, and there were many. Each one is a clear success by itself, but when combined into a group, they all show the power of our union, the strength of CWA Local 1180, the inroads we have made and continue to make in New York City, the State, and far beyond, and the position we now hold as a leading voice in the labor movement.

We kicked off the year with the new Executive Board being sworn into office by our friend and ally, New York State Attorney General Letitia James. I am so proud to be serving our members for another term and have true thanks for the support and encouragement you give me and the rest of my officers every day.

Our first public-facing event was one of our largest and strongest Equal Pay Day rallies ever, bringing together the greatest number of top elected officials that I can ever remember. This annual event spotlights the gross pay inequities that are a staggering and persistent problem holding back women from advancing in their careers. It also shows the significance of the event we have worked so diligently to build up with PowHer NY. It is a rare politician who turns down our invitation to attend this rally. This megahit rally would not be possible without all of you, the members, who turn out in full force dressed in red to show your support for our union and the cause.

While I'd like to say we won't be seeing you again in 2025, unfortunately that's not the case as unequal pay for women still exists.

We worked with the City to implement as part of our contracts a pilot Telework Program that kicked off in 2024, allowing a vast number of City employees to work from home a couple of days each week. While there were a few hurdles to overcome, most members have done a fantastic job in performing their jobs just as well from home as they would in the office, which hopefully will lead to a continuation of the program. This has been an enormous benefit to members as it has cut down on both commute time and expenses, thereby positively impacting quality of life.

We moved right into a huge rally with our Bird Union members who were in a fight for fair pay and continued to bargain contracts for our private sector shop members, many of whom were working with expired contracts or were striving to obtain their first-ever contract. By year's end, we had made tremendous inroads and settled so many of them. Even the Bird Union and StoryCorps contracts, some of the most difficult to negotiate, were completed and sent to members for ratification. That was thanks to the hard work and persistence of our Private Sector Staff Reps who deserve all the kudos we can give them.

I had the honor of serving as a delegate to the Democratic National Convention and experiencing

the coming together of all people, Black, White, Native Americans, Hispanics, Jews, Asians, LGBTQIA, and more from all walks of life, all with the same goal of moving our country forward.

Unions, including our own, turned out in full force to door knock in the battleground state of Pennsylvania, to spread the word in New York, to send messages that our future lies in the hands of those who voted for the Harris/Walz team on Election Day. While the results did not turn out as we would have liked, I am so proud of everyone who gave it your all. You gave up your free time, your weekends, and you traveled. We could not have done it without you. We have no choice now but to move forward as a unified labor movement.

My parents lived through the Depression. They lived through two World Wars. They lived through the Civil Rights and Jim Crow eras. They moved from the South to New York to escape the racism that existed at that time. I never would have thought that in 2024 we would be worried about that same type of racism still existing. Yet, here we are.

Largely, 2024 was a busy one as most years are for labor. We have causes to battle, points to make, fights to win. But Local 1180 is strong and we will keep moving forward, along with the entire labor movement, thanks to the support and teamwork of our members.

As a new president takes office in 2025, we must stand united to fight the storm that's coming. It's incumbent on the Democratic Party to do better, to change its methods, and to lead. Data shows that more than 9 million registered Democrats did not vote in this election, so there's a lot of work to do.

We can't give up! We have already been through too much together. My union siblings, as we go forward, we must be prepared to be united for the fight forward. No matter who is in office, we must protect the rights of all working people, not just union members. We need to use all our collective energy and move forward together in the fight! Are we ready?



MAKING STRIDES AGAINST

# Breast Cancer

# Walk



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**Central Park was the place to be on Oct. 20 as thousands of women, men, and children gathered for the four-mile Making Strides Against Breast Cancer Walk.**

The annual event is more than just a walk, however; it's a movement — one that the Local 1180 Women's Committee makes sure to participate in with dozens of members, their friends, and families. Each wearing a special pink Local 1180 breast cancer awareness T-shirt, members lined up ready to make strides at The Naumburg Bandshell. In the last 30 years, the American Cancer Society Making Strides Against Breast Cancer (MSABC) campaign has united communities, companies, and individuals and has grown into the nation's largest and most impactful breast cancer movement that provides a supportive community for breast cancer survivors and those living with metastatic breast cancer, caregivers, and families.

**Women's Committee Chair Debra Busacco** said this is a great event to draw attention to the most common cancer in women in the United States, except for skin cancers. Breast cancer accounts for about 30% (or 1 in 3) of all new female cancers each year, according to the American Cancer Society.

"While there is nothing fun about breast cancer, this was a fun way to bring attention to such a devastating diagnosis and help raise funds to hopefully one day find a cure for the disease that affects so many people each year," Busacco said.

At this time there are more than 4 million breast cancer survivors in the United States, including women still being treated and those who have completed treatment.

Busacco said she hopes that more members will join Team 1180 next year.



2024 SHOP STEWARD CONFERENCE

# BUILDING POWER



## AS WE BUILD OUR UNION

There's never been a more important time to strengthen the power of the labor movement than now. With years of attacks that started with the *Janus vs AFSCME* Supreme Court case and has continued non-stop since, organized labor has been the scapegoat for many of the country's ills. Blaming those in unions for skyrocketing pension costs rather than fiscal mismanagement by those in charge and putting the onus of out-of-control health care costs on workers rather than on the insurance industry has left unions and their members in a vulnerable state.

Now, with an incoming presidential administration that has a track record of being anti-union, it's incumbent on unions to do what they can to become stronger than ever.



When Local 1180 Shop Stewards from multiple agencies across all five boroughs and from the private sector shops gathered for a skills enhancement conference, they honed in building their confidence while finding their own voices, learned how to better empower union stewards, navigate legal rights and fair representations, and more.

Guest speakers included Local 1180's own **President Gloria Middleton**, International President Claude Cummings, Jr., District 1 Vice President Dennis Trainer, NYC Councilmember Carmen De La Rosa, and Kristin Scroggin, owner of genWHY Communications.

There were three plenary workshops that attendees rotated through so everyone had a chance to participate in each, with the first, Building Your Confidence While Finding Your Voice, giving stewards the skills to speak up and speak out.

Empowering Union Stewards: Navigating Legal Rights, Fair Representation, and Workplace Investigations by District 1's Luis Benitez-Burgos, Esq. aimed to equip stewards with essential knowledge and strategies to effectively assert their legal rights, represent members equitably, and address workplace challenges. Covering topics like Weingarten Rights, the Duty of Fair Representation, and grievance handling, it underscored the importance of understanding contracts and investigating workplace issues thoroughly. Through

case studies, interactive exercises, and practical examples, participants were expected to enhance their advocacy skills, apply legal protections to real-world scenarios, and build solidarity to strengthen their role as workplace representatives.

The third workshop, Challenging Economic Inequality & Institutional Racism, was led by Local 1180 **Legislative Coordinator John O'Malley** & CWA member Elijah Zimmerman and examined how anti-union forces have targeted public sector workers by weakening the ability of unions to represent the members, defunding public budgets, shifting tax burden onto working people, and using the proceeds for political action to create even more windfalls for the 1%.

Participants also examined the wage and wealth gaps that have been created between genders and racial groups, which are the direct result of public policies of the past and present, along with suggestions on how to adjust for the future.

Finally, this program provided suggestions for stewards and staff to take action going forward and get involved with political, legislative, and mobilization solutions; not just complaining about the situation.

**First Vice President Gerald Brown** moderated a panel discussion on the importance of union involvement in the political and legislative processes, which involved panelists Margaret Cook, CWA Vice President Public,

Healthcare & Education Workers Sector; Hae-Lin Choi, CWA District 1 Area Director, Politics, Legislation & Mobilization; John O'Malley, Local 1180 Legislative Coordinator; Patricia Medina-Campos, labor educator, and NYS Senator Alicia L. Hyndman.

The conference also included a presentation on "Generations Understanding" and an organizing/mobilizing activity led by CWA Assistant Director of Organizing Erin Mahoney and Local 1180's **Organizer Alex Dinndorf**. The duo presented on "Building Power through Organizing!"

**Shop Steward Elaine Blair** (H+H/Correctional Health Services) said the conference was a great opportunity for stewards to come together in a unique learning environment and enhance their skillset in member representation.

"The entire event was so well organized and informative," Blair said. "The workshops really focused on things that we need to know to help us do our jobs in an environment that doesn't always protect the workers. The interactive exercises and engagement with other stewards strengthened our solidarity as a union and taught us that we have rights and responsibilities in our roles as stewards. The organizers did a fantastic job putting this together."



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# SHOP STEWARD CONFERENCE 2024 AWARD RECIPIENTS



## Priscilla Carrow Award

Dennis Vargas  
*Dept. of Environmental Protection  
PAA3*



## Outstanding Shop Steward Award

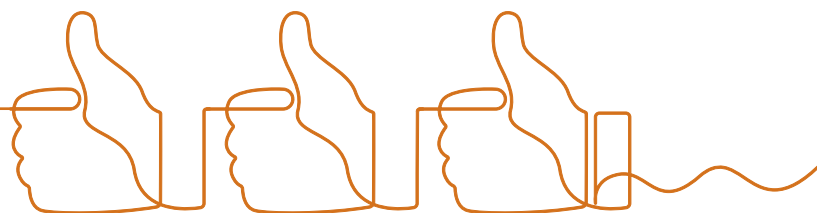
Floretha Bryant  
*Dept. of Correction  
Admin. Manager*



## Outstanding Shop Steward Award

Robin Green  
*H+H Metro Plus  
Assistant Director*

## IN THE NEWS



## SCA Members **UNANIMOUSLY** Ratify New Contract

Local 1180 members working for the School Construction Authority (SCA) unanimously voted in November to approve their new contract.

Highlights of the agreement include general compounded wage increases of 3% effective Jan. 27, 2022, Jan. 27, 2023, Jan. 27, 2024, and Jan. 27, 2025, with 3.25% effective Jan. 27, 2026.

Longevity schedule changes that took effect Oct. 1, 2024, are:

- 2 years of service . . . \$1,444 (increase of \$620)
- 3 years of service . . . \$1,547 (increase of \$620)
- 4 years of service . . . \$1,650 (increase of \$620)
- 5 years of service . . . \$1,786 (increase of \$620)
- 10 years of service . . . \$2,641 (increase of \$620)

**Local 1180 Second Vice President Teesha Foreman** said that although the contract was negotiated and settled after the PAA et al contract, SCA members waited patiently for their turn in the contract process and were happy with the results.

"Our bargaining committee did a great job in putting together a starting point to take to the negotiating table based on the input and feedback we received from our members who work at SCA," Foreman said.

The union and SCA first met during the summer of 2024 and the agreement was signed in October. **Tyra Manigault**, SCA Shop Steward and a member of the Bargaining Committee, said she was happy to be a part of the process. "The single most important tool for negotiation is patience," she said in explaining what it was like to be involved in negotiations.

In addition to salary increases and longevity schedule changes, SCA members also received the same \$3,000 ratification bonus afforded to other municipal workers who ratified contracts. The lump-sum payment is for those SCA employees in active pay status as of the date of contract ratification.

Members are also getting one additional bereavement day, bringing their new total to five days. Effective 60 days after contract ratification, all SCA employees covered by this contract who are in title on the date of ratification will receive one discretionary holiday on April 1, one discretionary holiday on Oct. 1, and one discretionary holiday on Jan. 1 of each year.

Two final parts of the contract deal are that Juneteenth will be recognized as a paid holiday for all eligible employees and that SCA will implement a telework pilot consisting of up to two days a week of remote work for eligible represented employees.

New rates of pay went into effect with the payroll dated Dec. 6, 2024. This payroll also included the \$3,000 lump-sum bonus, which was added to regular earnings for this period and is a pensionable item.

"We would truly like to express our gratitude to CWA as well as to Tyra Manigault, CWA's Shop Steward at the SCA, for their partnership in reaching this agreement. Our union members are an important and critical lifeblood of our organization, and we are so happy to be able to reach a contract that is a fair and deserving recognition of their work and value to the SCA," the SCA put out in a Nov. 22 email.

Foreman said that SCA advised the union that they anticipate paying retroactive monies at the end of January 2025.





## Union's Annual Friends & Family BBQ Draws Hundreds to Close Out Summer

The annual Friends & Family BBQ was nothing short of spectacular for the hundreds of members and their families who attended the event coordinated by the Local 1180 Civil Rights and Equity/Community Service Committee.

**Chair Hazel O. Worley**, who has spearheaded the massive undertaking for years, said one of the most exciting parts of the event is the smiles she sees on so many faces, young and older alike. Throughout the day, active and retired members enjoyed themselves as the house DJ kept everyone on the dance floor. The day's amazing weather was perfect for those who wanted to dip in the pool and the fish were biting for the passionate fishermen and women. The local's competitive guests participated in several challenges, including the famous sack game, the egg contest, and the water ball contest. Of course, the day would not have been complete without the serious basketball game, the most hyped game in the park. For others who were more laid back and wanted to enjoy the serenity of the park, there was a nature walk down to the lake, a canoe ride, or just the option to walk around the grounds at Holiday Hills in Cheshire, CT.

"Preparing, planning, and organizing a day like this for our members to enjoy with their families, fellow union brothers and sisters, shop stewards, union representatives, and Executive Board is always rewarding even though it's a massive undertaking," Worley said. "Facilitating a trip of this magnitude requires a lot of detail to attention and it just wouldn't be possible without all the help and input from the entire Local 1180 team."

She gave a huge shout out to the Bus Captains — the faithful, dedicated, and devoted who give their time to make sure everyone riding the bus has a safe, pleasant experience: Assistant Supervisor of Staff Representatives Desiree Waters, Executive Board Members Carol Griffith and Rosario Roman, Retiree Debera Tyndall, Members Otissa Dillard, Pamela Odle, Darlene Scott, Stacey Eversley, Angela Greaves, Donna Hill-Young, and Iris Jackson, and Local 1180 staff member Jennifer Callender.



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# MEMBERS IN ACTION



**Attending SOMOS** The 2024 SOMOS Conference brought together elected officials, union leaders, community organizations, and advocates from New York and Puerto Rico to collaborate on ways to serve and celebrate working families, particularly in Puerto Rican communities both in New York City and on the island. Local 1180 was represented by **Hispanic Committee**

**member and HPD Shop Steward Pamela Odle, Executive Board Member-at-Large Amica Benjamin, Executive Board Member-at-Large and Hispanic Committee Chair Rosario Roman, and Hispanic Committee member Linnea Biggs.** Above left, Odle and Benjamin meet with NYS Assemblywoman Catalina Cruz before attending the Growing Solutions: Urban Agriculture, Food

Insecurity, and Sustainable Futures workshop. Middle photo, Biggs participating in the Day of Community Service by assembling backpacks for students in need of basic school supplies. Above right, Roman's day of service included packing staple food supplies for distribution to the community.

**Eleanor's Legacy** On Dec. 3, Local 1180 members celebrated Pro-Choice Champions in New York State at the annual Eleanor's Legacy event. The powerful evening honored incredible pro-choice champions Huma Abedin, political staffer who was vice chair of Hillary Clinton's 2016 campaign for president, and Mini Timmaraju, president/CEO of Reproductive Freedom for All and the first woman of color and immigrant to helm the organization. Eleanor's Legacy recruits, trains, and supports pro-choice Democratic women to run for political offices in New York. Representing Local 1180 were, from left, **Member-at-Large Rosario Roman, Staff Rep Romano Jones, Second Vice President Teesha Foreman, Membership Coordinator Deborah Valentin, Staff Rep Theresa Pinto, and Members-at-Large Carol Griffith and Helen S Jarrett.**



**Disability Pride** Ed Yood, Local 1180 DSNY Shop Steward and Chair of the Committee on People with Disabilities, spoke at the Oct. 20 Disability Pride NYC Parade. In addressing the crowd, he said, "October has been National Disability Employment Awareness Month in the U.S. under its current name since 1988 and under a previously acceptable name since 1945. People with disabilities are routinely discriminated against in this country and are not only often the last to be hired and the first to be fired, but are blocked from employment by the threat of losing their benefits if they are ever considered for a decent job with livable wages...Disability Pride can be defined as the pursuit of disability justice. There cannot be disability justice in NYC if there is disability injustice or any injustice anywhere on the face of the earth." Two other CWA Local 1180 members and longtime Committee members attended the parade, **Retiree Mike Pricoli** and two of his family members and **Retiree Sara Wong.** You can watch Yood's entire speech at [bit.ly/4h62vvC](https://bit.ly/4h62vvC). Photo courtesy of Julie Huang.





**On the Campaign Trail** Local 1180's **Legislative Coordinator John O'Malley** (above left) volunteered time to work on the campaign of Democrat Chris Ryan running for New York's 50th Senate District, in what turned out to be a close race undecided until more than a week and a half after Election Day. O'Malley was one of dozens of Local 1180 members and staffers who volunteered their time in the months leading up to the November election in an all-out effort to help keep labor-friendly candidates in office. At right, Local 1180 members turned out in force to help re-elect U.S. Rep. Tom Suozzi to New York's 3rd Congressional District. Below left, members hopped a bus to battleground state Pennsylvania for a door-knocking day. Middle, **Retiree Deborah Boylan, Shop Steward Melissa Brown, and Retiree Pauline Noble**. Below right, members preparing to get their instruction before heading out to knock on doors and talk to other union members about the importance of voting.



**Holiday Spirit** Local 1180 members turned out to support Queens District Attorney Melinda Katz for her re-election earlier this year and in turn, she invited union members to help her celebrate the close of 2024 at her holiday party. Pictured are **Judith Felder (Admin Manager, Tax Commission), Maxine Nelson (PAA, FDNY), Elaine Blair (Assistant Director, Correctional Health Services), Earl Roberts (QBCCC guest), Retiree Diane Owens, Retiree Olivia V. Livingstone, and Secretary-Treasurer Robin Blair-Batte** — all from the Queens Borough Community Coordinating Committee.



**It's an Honor** Local 1180 President **Gloria Middleton** was honored on Dec. 4 by PowHer NY with the Equity Award for Leadership in Action award. Middleton detailed her journey fighting for pay equity for workers in New York City, saying, "In this new administration, we are going to stand strong. We're going to stand together. We're going to stand united. And we're going to do what we need to do to make sure that not only women, but everyone, has the right to be who they want to be, as well as be paid equally in this state." Watch Gloria's remarks at the PowHer Equity Awards here [bit.ly/4fRbUGw](https://bit.ly/4fRbUGw).



# -Festival of- CULTURES

CELEBRATES DIVERSITY OF UNION

By Rosario Roman, Member-at Large



The Civil Rights and Equity/Community Service Committee's 2024 Festival of Cultures was an opportunity for Local 1180 members and their families to celebrate the diversity of the union. The day's event was also an opportunity for members to enjoy food from the diverse culture of the membership. This year's theme was "Celebrating the Men of CWA Local 1180." The Men's Committee is chaired by Executive Board member Gregory Smith and has been a great committee for the men of CWA Local 1180. The event was filled with performances and one of the highlights for the day was the Men Only fashion show. The men strolled before our guests with their fashions in three categories: Brothers with Swag, Brothers Representing their Homeland, and Brothers with Style. The men slayed the walkway and didn't fail with their fashion selections.

Other activities of the day were entertainment from Executive Board member Ranston Foster, who graced the crowd with a Caribbean song. Brother Quason Durant "Q" the Prophet provided guest with his spoken words, and Brother Malik Caty, "The Word Bird," shared some phenomenal words.

The Committee honored **First Vice President Gerald Brown** who was presented with a plaque thanking him for the impact he has made throughout the years to the membership. **Hazel O. Worley**, Chair of the Civil Rights and Equity/Community Service Committee, took the opportunity to also acknowledge CWA facilities staff members.

"A day like this would not be possible without the help of staff members, Supervisor Ranjee Rajkumar, Clint John, and Nicholas Garcia," she said. "These are the people who make every CWA event a success. Without their assistance, events like these are not possible. Today I stand to thank them for all that they do."

The DJ was Dr. Bob Lee from WBLS radio and everyone was on the floor partying until the end of the day. Overall, the day was great and the Committee made sure guests enjoyed themselves.





# Hispanic Heritage Month CELEBRATION

## Pioneers of Change: Shaping the Future Together!

On Oct. 26, CWA Local 1180 celebrated Hispanic Heritage Month with hundreds of members, their families, and friends. This year's theme was "Pioneers of Change: Shaping the Future Together." Guest speakers were Council member Carmen De La Rosa, NYS Senator Nathalia Fernandez, and the Executive Director of La Colmena, Yesenia Mata, all of whom shared their unique struggles and triumphs as Hispanics. When addressing the crowd, each one also emphasized the importance of exercising our rights to vote and the collective strength we hold as CWA Local 1180 union members.

The event was filled with laughter as the celebrants danced to salsa, bachata, and merengue rhythms. Everyone feasted on the rich Spanish food as a special "Through the Years" tribute played on the screen for former Executive Board Member-at-Large and Hispanic Committee Chair Venus Colon Williams, who was honored for her many years of dedicated service and ongoing commitment to Local 1180 and its members.

Although CWA International President Claude Cummings could not join in person, he sent a video message highlighting the remarkable contributions of Hispanics throughout history.

As the festivities concluded, everyone was reminded that this was not just an event celebrating Pioneers of Change, but an opportunity to connect, share, and grow, as we are all tasked with making the world a better place and shaping the future together.



Scan to  
View  
Gallery





# CONGRATULATIONS

Philippa C. Avaloy-Gentle	PAA	40
Debra Bacon	PAA	35
Rose A. Bishop	Admin Mgr	35
Adrienne Blanford	PAA	35
Lakeisha Bradshaw	PAA	30
Marilyn A. Burrowes	PAA	35
Bernadette T. Campbell	PAA	20
Danielle E. Cantwell	Admin Mgr	35
Yvonne Chaplin	PAA	35
Kathleen Coleman	PAA	15
Barbara J. Davis	PAA	30
Lauren A. D'Erasmus	PAA	15
Harry L. Dixon	Admin Mgr	25
Sean Donohue	PAA	20
Tamara Estrella	PAA	15
Christopher C. Freeman	Admin Mgr	25
Marybeth Gelb	PAA	41
Cindy Gillespie	Admin Mgr	30
Diana E. Govern-Moss	PAA	15
Oscar Gonzalez	Computer Assoc.	15
Charles Greene	PAA	20
Dianne Guerra	Admin Mgr	20
Jose A. Guzman	Admin Mgr	20
Lachaune H. Hackett	Admin Mgr	35
Christopher L. Heil	PAA	45
Betty Howell	Admin Mgr	42
Dorisa X. Hua	PAA	15
Stanley Hughes	PAA	30
Velita F. Jackson	Admin Mgr	25
Jaunita J. James	PAA	25
Marcia L. Jones	Admin Mgr	40
Shamalina Khan	Admin Mgr	25
Samantha Lall	PAA	15
Denise Lamboy	PAA	30
Jennifer M. Lawson	PAA	25
Jennifer Levine	PAA	15
Gerri T. Marshall	Admin Mgr	15
Wanda F. Mateo	PAA	25
Hopeton McPherson	PAA	42
Constantino Mendoza	Admin Mgr	20
Denise Merchant	PAA	25
Wendy A. Moore	Admin Mgr	30
Vidyawatee Naidu	PAA	25
Noel Nieves	PAA	20
Jiang Ou	PAA	15
Purushotaman Panicker	PAA	30
Bridgette S. Pineiro	PAA	20
Denise J. Pisani	Admin Mgr	15
Louise A. Porcello	PAA	42
Danielle Puma	PAA	15
Jessica Reyes	Admin Mgr	20
Steven Roldan	Admin Mgr	35
Migdalia Romero	PAA	35
Kerry-Ann Russell	Admin Mgr	30
Christina R. Shackelford	Admin Mgr	15
Sabeta Singh	PAA	25
Shanaz Singh	PAA	25
Roma Stanley	PAA	35
Robin J. Stewart	PAA	15
Julie H. Tam	PAA	15
Tiffany L. Taylor	Admin Mgr	20
Margarita Tenenbaum	Admin Mgr	20
Nicola Thompson	PAA	20
Rosanna Y. Valdez	PAA	25
Jiahong Wu	PAA	15
Faina Yefrusi	PAA	15



**The Department of Environmental Protection held its Employee Recognition Day** on Sept. 18, at which time it honored 598 workers for longevity of service. Employee Recognition Day is a day to celebrate DEP employees and the enormous contributions they bring to the agency and the city as a whole. "Without our staff, we would not be able to fulfill our mission of providing high-quality drinking water, managing wastewater and stormwater, and reducing air, noise, and hazardous materials pollution," Commissioner Nerissa Moray wrote in the DEP newsletter after the event. **Local 1180 Secretary-Treasurer Robin Blair-Batte** and **DEP Staff Rep Shakima Ivory** both attended the event to congratulate the 66 Local 1180 members who were honored during the ceremony. The above photo even appeared in the DEP newsletter.







## GERALD BROWN

### The 2024 Presidential Election is History

There is no shortage of second guessing, finger pointing, and debating the results of Harris' loss to Trump. As of Dec. 19, 2024, the Associated Press reported the following updated results: Trump 77,297,721 Votes (49.9%) vs. Harris 75,009,338 Votes (48.4%).

These results show that Harris lost the popular vote by (1.5%). However, the electoral college vote was Trump 312 vs. Harris 226.

The results show that Trump won the electoral college vote by 86 votes. For Harris to have reached the threshold of 270 electoral college votes, she needed to earn 44 of the 86 votes. This milestone could have been accomplished with carrying the battleground states of:

Pennsylvania (Harris lost by 1.7%)	19 Votes
Michigan (Harris lost by 1.4%)	15 Votes
Wisconsin (Harris lost by .9%)	10 Votes

The debate and analysis should be centered around how the Democrats let Pennsylvania, Michigan, and Wisconsin slip through their hands, especially losing each state by such a small margin. What could have been done to have secured

**The debate and analysis should be centered around how the Democrats let Pennsylvania, Michigan, and Wisconsin slip through their hands, especially losing each state by such a small margin.**

victories in the presidency by winning three blue states that all have democratic governors? One of the largest criticisms is that rather than busing and transporting volunteers from neighboring states, more grassroots volunteering should have been enacted early on and continued throughout the election. The grassroots platform of neighbor to neighbor should have been used. This is when trusted members of the community tell and persuade other community members to support and vote for a candidate. This probably could have

been played out rather early as the three democrat governors of the respective states could have referred back to their statewide campaigns for success. This coupled with having the Democratic national Committee (DNC) fund the nuts and bolts of the neighbor-to-neighbor program. The money was there with the DNC and would have truly made a difference with such a close election with the popular vote and the electoral college vote in the three mentioned battleground states.

Rather than creating grassroots programs, the DNC spent more than \$1 billion raised and is now asking donors for contributions to pay off the overspending. The reporting by the press on working class and the 2024 Election: How Biden, Harris and the Democrats (DNC) abandoned the working class couldn't be further from the truth. Let's take a look at Biden's and Harris' time in office and how they delivered on their promises to the American people.

Author Russ Joseph wrote: "Why Biden is the Best American President since FDR and why you're Being Conned into Thinking Otherwise." Look at just some of his major accomplishments.

#### **The American Rescue Plan**

Just six weeks into his presidency, Joe Biden signed the American Rescue Plan to jumpstart the economy and change the course of the pandemic.

#### **The Bipartisan Infrastructure Law**

Delivered what decades of presidents promised and failed to do in rebuilding our nation's roads and bridges, upgrade public transit, clean up pollution, and provide high-speed internet to every American.

#### **Confirmation of Justice Ketanji Brown Jackson.**

The first black woman and first public defendant to serve on the Supreme Court.

#### **The Bipartisan Safer Communities Act**

The most significant gun violence prevention legislation in 30 years.

#### **The Chips and Service Act**

Bring back manufacturing firms overseas and create good-paying union jobs here at home, with companies announcing \$300 billion in new American manufacturing.

#### **Expanding Health Care for Veterans**

The most significant expansion of benefits and services for toxic-exposed veterans in more than 30 years.

#### **Marriage Equality Law**

Enshrined marriage equality for same sex and interracial couples into federal law.

#### **The Inflation Reduction Act**

Brought down costs for families, lowered prescription drug prices, and made historic investments in American Clean Energy jobs and manufacturing.

#### **Protecting Reproductive Rights**

Issued executive orders to preserve access to reproductive care and protect the right to travel across state lines to receive care.

#### **Rallying the World in Support of Ukraine**

Since the start of Vladimir Putin's unprovoked invasion of Ukraine, President Biden rallied the world to stand with Ukraine, defend democracy, and stand up to autocracy.

#### **Protecting the Affordable Care Act**

Millions of Americans are saving \$800 per year on their health insurance through the American Care Act and four in five can find coverage very inexpensive through the ACA.

#### **Criminal Justice Reform**

Landmark executive order signed to promote safe and accountable policies and ban chokeholds.

#### **Student Debt Relief**

Loan cancellation of billions in student loan debt for millions of Americans. Created the largest increase in Pell Grants in more than a decade.

#### **Social Security Cost of Living Increases**

Increased Social Security cost of living 20.3% in four years (5.9% in 2021, 8.7% in 2022, 3.2% in 2023, and 2.5% in 2024.)

Hopefully, this article will show how there are lessons to be learned going forward and perhaps similar misfortunes will not be made. Unfortunately, starting on Jan. 20, 2025, we will have to live through 1,461 days of a second Trump presidency. There will be a tremendous amount of hard work to be done and a couple of thousand votes in three states could have been the answer.



# ANNUAL MEMBERSHIP REPORTS

## ANNUAL MEMBERSHIP REPORTS CWA Local 1180 Supplemental Benefit Plans For the Year Ended December 31, 2023

### Basic Financial Statements

	Members' Annuity Fund	Security Benefits Fund	Retirees Benefits Fund	Legal Benefits Fund	Education Fund	Administrative Fund
<b>Plan assets:</b>						
Investments	\$ 126,245,487	\$ 0	\$ 0	\$ 750	\$ (75)	\$ 50,439,605
Receivables	1,194,391	1,136,374	3,373,229	72,505	160,837	3,941,062
Other	0	0	500	0	0	10,942,157
<b>Total assets</b>	<b>127,439,878</b>	<b>1,136,374</b>	<b>3,373,729</b>	<b>73,255</b>	<b>160,762</b>	<b>65,322,824</b>
<b>Plan liabilities:</b>						
Benefit obligations	0	869,317	3,233,661	73,255	160,762	0
Payables	1,930,937	267,057	140,068	0	0	13,106,272
<b>Total liabilities</b>	<b>1,930,937</b>	<b>1,136,374</b>	<b>3,373,729</b>	<b>73,255</b>	<b>160,762</b>	<b>13,106,272</b>
<b>Plan net assets</b>	<b>\$ 125,508,941</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 52,216,552</b>
<b>Plan income:</b>						
<b>Contributions:</b>						
New York City	\$ 4,387,542	\$ 0	\$ 0	\$ 0	\$ 0	\$ 26,356,300
Contribution transfers	0	11,298,321	7,320,343	1,035,687	409,770	0
Participants	0	21,004	8,621	0	0	0
Other	75,025	0	495,184	0	0	5,325
Net investment income (Loss)	14,539,724	215	3	0	2	5,721,654
Other income	0	785	24,148	0	0	1,405
<b>Total income</b>	<b>19,002,291</b>	<b>11,320,325</b>	<b>7,848,299</b>	<b>1,035,687</b>	<b>409,772</b>	<b>32,084,684</b>
<b>Plan expenses:</b>						
Benefits	7,264,357	11,320,325	7,848,299	1,035,687	409,772	0
Contribution transfers	0	0	0	0	0	20,064,120
Administrative	197,831	0	0	0	0	7,747,186
<b>Total expenses</b>	<b>7,462,188</b>	<b>11,320,325</b>	<b>7,848,299</b>	<b>1,035,687</b>	<b>409,772</b>	<b>27,811,306</b>
<b>Net increase (decrease)</b>	<b>11,540,103</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,273,378</b>
<b>Plan net assets:</b>						
Beginning of year	113,968,838	0	0	0	0	47,943,174
<b>End of year</b>	<b>\$ 125,508,941</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 52,216,552</b>

### Additional Information

The Plans have been audited by an independent accounting firm in accordance with their annual reporting obligation under the City of New York, Office of the Comptroller, Bureau of Management and Accounting Systems' Internal Control and Accountability Directive 12.



# JOE BEIRNE

## SCHOLARSHIP PROGRAM

Sixteen partial college scholarships of \$4,000 each are being offered for the 2025-2026 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

**Eligibility:** CWA members, their spouses, children and grandchildren (including dependents of laid-off, retired, or deceased CWA members) may apply. Applicants

must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply. Prior winners may not reapply.

**Final Deadline to Apply:** April 30, 2025, at 11:59 p.m. EDT.

**Selections:** Winners are chosen by lottery drawing and only winners will be notified.

**Study Requirements:** No specific studies are required. Scholarship winners may pursue whatever courses they wish.

**Application:** Apply online at [bit.ly/4hnwzTP](https://bit.ly/4hnwzTP)



SCAN TO APPLY





# EXECUTIVE BOARD MEETING MINUTES

July 25, 2024

Meeting called to order at 6:14 p.m.

Executive Board Members in Attendance:

## Officers

Gloria Middleton, President  
Gerald Brown, First Vice President  
Teesha Foreman, Second Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Debra Paylor, Recording Secretary

## Members-At-Large

Amica Benjamin, Debra Busacco, Ranston Foster, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

## PRESIDENT'S REPORT

Minutes of the June 27, 2024, meeting were not available for review at this time. Motion was duly made by George Johnson, seconded by Helen S. Jarrett, and carried that when the minutes are completed, Recording Secretary Debra Paylor will submit them for the Executive Board's approval.

President Middleton stated that President Joseph Biden was the most pro-union president we have ever had. We truly appreciate President Biden. He is phenomenal and will go down in history for his support for labor unions. We have work to do between now and November. Middleton stated that she will be attending the Democratic National Convention as a Delegate, at which time Kamala Harris MUST get the number of votes required to be nominated as the next President. We also need to get the Congressional seats back that we lost. Middleton stated that Kamala Harris has already received endorsements from New York and CWA National.

Middleton stated that all Shop Stewards will be asked what assignment they would like to volunteer for in order to get Kamala Harris elected as our next President.

She discussed the Pilot Telework Program and stated that she has written an in-depth article for the next Communicate that details the rules of the program. Members must understand and be reminded that if they fail to adhere to the criteria, the agencies will stop the Telework Program. This is a pilot program that we will lose if members refuse to follow the rules of the Agency Contract on Telework.

Middleton stated that on Sept. 21, 2024, the New York City Central Labor Council is sponsoring a free Citizenship Clinic where participants will be able to fill out the N-400 citizenship application, determine eligibility for a fee waiver or reduction, coordinate a citizenship consultation with immigration lawyers, and receive referrals to citizenship classes. Contact Helen S. Jarrett for more information.

She also reported that the MLC received a letter from the Mayor's office stating

that the monies for health care is \$400 million in the hole. There needs to be a meeting to discuss solutions. She will keep us updated.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting.

7/2 — Participated in the Black Women's Equal Pay Day meeting.

7/3 — Chaired the weekly staff and communications meetings.

7/9 — Participated in the Black Women's Equal Pay Day.

7/10 — Chaired the weekly staff and communications meetings.

7/23 — Participated in the Citizenship Now meeting.

7/24 — Chaired the weekly staff and communications meetings.

7/25 — Chaired the Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports for July 2024 from Tricomm Creative and Mirkin & Gordon.

A motion was duly made by Debra Paylor and seconded by George Johnson. Motion carried to accept the President's Report.

## FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown stated that since Joe Biden is no longer running for president, he asked for a motion to endorse Kamala Harris for president of the United States and her named person as Vice President. Motion made by Debra Busacco, seconded by Dennis Vargas. All in favor. Motion carried.

Secretary-Treasurer Robin Blair-Batte reported that she is a member of the AFL-CIO's Women's Committee. She discussed the Equal Rights Amendment that will be on the ballot this November. This proposal is to protect women's rights and reproductive freedom. We need to inform and educate our members, family, and friends to vote yes. Motion was made by Secretary-Treasurer Blair-Batte to support this Amendment/Proposal and seconded by Helen S. Jarrett. All in favor. Motion carried.

Brown reported that he will be working closely with the Advance Group and all borough committees on voter registration drives.

Additionally, he announced that he attended staff meetings, trustee meetings, and Executive Board meetings during the month.

With no further business, a motion was duly made by George Johnson, seconded by Debra Paylor and carried to accept the First Vice President's report. All in favor.

## SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Rep Activity Report for June 2024.

Agency Walk-Throughs	1
Appointments	2
Arbitration	1
Conference Calls	6
EEO Investigations/Interviews	4
Emails	1,179
G.O. 15 (NYPD)	1
Health & Safety Meetings	1
Hearing Preparations	7
Hearings	9
Hiring Pools	2
Investigative Hearings/Meetings	7
Labor Management Meetings	3
OATH	2
Off-Site Member Meetings	2
Phone Calls	310
Shop Steward Meetings	1
Shop Steward Training	1
Site Meetings	15
Supervisory Conferences	2

## Site Meetings

HRA — OCP, CIU, Center #66, & Snap #21 (6/4/24)  
95 Evergreen Ave., Brooklyn

Office of Technology & Innovation (6/4/24)  
2 Metrotech Center, Brooklyn

Coler Hospital (6/6/24)  
400 Main St., New York

H+H Central Office (6/7/24)  
Virtual — 55 Water St., New York

Office of Technology & Innovation (6/7/24)  
59 Maiden Lane, New York

DOT Lunchtime (6/13/24)  
Virtual — 55 Water St., New York

Small Business Services (6/13/24)  
1 Liberty Plaza, New York

NYPD (6/17/24)  
130-30 28th Ave., Queens

DOT Lunchtime (6/18/24)  
3030 Thomson Ave., Long Island City

HRA InfoLine (6/21/24)  
92-31 Union Hall St., Queens

DOHMH/Gotham (6/24/24)  
42-09 28th St., Long Island City

HRA — SNAP 02 (6/24/24)  
2322 3rd Ave., New York

Dept. of Finance (6/25/24)  
375 Pearl St., New York

H+H Woodhull Hospital (6/27/24)  
760 Broadway, Brooklyn

Seaview Hospital (6/28/24)  
46 Brielle Ave., Staten Island

Foreman reported that DEP has violated the Civil Service Law as it relates to the Administrative Manager promotional list. Therefore, we have proceeded with legal actions. A meeting will be held with DEP members. She will keep us updated.

Foreman announced that every Thursday at 11 a.m. EST, the CWA Human Rights Committee hosts radio station KYOK with different labor leaders and activists.

With no further business, a motion was duly made by Amica Benjamin, seconded by Debra Busacco, 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 June 2024. She advised that the T.D. checking account has a balance of \$602,687.31 as of C.O.B. July 25, 2024.

Blair-Batte reported that we currently have 99.1% of memberships cards on file.

She reported the following member activity for June 2024:

New Member Enrollments	9
Actives Deceased	2
New Retirements	21
Retirees Deceased	34
Total Active Members	8,429
Total Retired Members	6,909

Blair Batte reported that Alfonso Davis is no longer an employee at CWA Local 1180. We wish him well in his future endeavors.

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

## RECORDING SECRETARY'S REPORT

Recording Secretary Paylor reported that she is being honored at the Employees Appreciation Awards Ceremony for her 30 years of service at H+H—Gotham Health/Sydenham.

Paylor reported that she has been attending CWA National Minority Caucus Executive Board meetings. Borough Community meetings, CLC Delegates meeting, Women's Committee, and the CLUW meetings. The next Manhattan Borough Community meeting will be on Sept. 5, 2024. Tentatively we have Al Taylor as a guest speaker.

With no further business, a motion was duly made by Helen S. Jarrett, seconded by Teesha Foreman, and carried to accept the Recording Secretary's report.

## MEMBERS-AT-LARGE REPORTS

Amica Benjamin attended the following: 6/28 — Hispanic Committee meeting; 7/9 — Women's Committee Lunchtime Meeting; 7/11 — CLUW NYC Chapter Conversation with Garment Worker Activists; 7/11 — Hispanic Committee Meeting; 7/14 — Disability Unite Parade — VIRTUAL; 7/16 — NYC Action: Solidarity with Garment Workers — NYSE; 7/22 — Mayor Adam's Virtual Citywide Employee Town Hall; 7/23 — Women's Committee Meeting; 7/24 — Bird Union Rally

Benjamin reported that there are two candidates for the Administrative Assistant position. She will provide an update at the next meeting. She also reported that Federal Mediation and Conciliation Service will be presenting part two of the all staff in-service on topics such as team building and customer service.

A motion was duly made by Carol Griffith, seconded by Debra Busacco, and carried to accept Amica Benjamin's report.



# EXECUTIVE BOARD MEETING MINUTES

Debra Busacco reported on the update of the Women's Committee meeting held on July 23. There was a guest speaker from NYCCLC who presented a wealth of information. She also discussed the upcoming Pink and White event. She is still reviewing the Mission Statement for the Women's Committee. It should be complete for the September meeting.

She announced that the Making Strides against Breast Cancer walk in Central Park is scheduled for Sunday, Oct. 20. Our team "CWA 1180 Cares" is up and running. Donations can now be made. Please share information with family, friends, and staff so we can achieve our goal.

A motion was duly made by Debra Paylor, seconded by Teesha Foreman, and carried to accept Debra Busacco's report.

**Helen S. Jarrett** attended the following: 7/14-19 — A. Phillip Randolph Institute (APRI) International Conference; 7/18 — NYCCLC Labor Day Parade Meeting; 7/22 — CLUW Executive Board; 7/24 — Bird Union Rally; 7/25 — Executive Board; 7/29 — CLUW General Membership; 7/29 — PHERN Call.

She announced that the theme for this year's NYCCLC Labor Day Parade is All Workers, Many Voices, One Fight. The parade is scheduled for Sept. 7. Members are being asked to report at 9 a.m. to West 44th Street.

She also stated that she will be organizing the annual all Borough Community Committee meeting for Chairs and Co-Chairs on Aug. 29.

A motion was duly made by Carol Griffith, seconded by Amica Benjamin, and carried to accept Helen S. Jarrett's report.

**Rosario Roman** reported that the Hispanic Committee is actively working on their upcoming Hispanic Heritage Month Celebration on Saturday, Oct. 26 at TWU in Brooklyn. Save the date fliers are on the website. She reported that the Chair and Co-Chair of the SIBCCC have stepped down. She is also waiting on the final revisions of the mission statement for the Hispanic Committee.

A motion was duly made by Debra Busacco, seconded by Amica Benjamin, and carried to accept Rosario Roman's report.

**Gregory Smith** reported that he, Teesha Foreman, and the Shop Steward met with the School Construction Authority (SCA) to start the next round of contract negotiations. The next meeting is scheduled for Aug. 1. He will keep us updated. He also reported on the status of the Administrative Manager arbitrations.

A motion was duly made by Helen S. Jarrett, seconded by Amica Benjamin, and carried to accept Gregory Smith's report.

A motion was duly made by Gerald Brown, seconded by Debra Paylor to adjourn the meeting. All in favor.

Respectfully submitted,  
Debra Paylor, Recording Secretary

## Aug. 14, 2024

Meeting called to order by President Middleton.

Executive Board Members in Attendance:

### Officers

Gloria Middleton, President  
Gerald Brown, First Vice President  
Teesha Foreman, Second Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Debra Paylor, Recording Secretary

### Members-At-Large . . . . .

Amica Benjamin, Debra Busacco, Ranston Foster, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

**Absent/Excused:** Carol Griffith

**Guests: 1180 Civil Rights & Equity/Community Service Committee Members:** Hazel O. Worley, Chairperson, Verna Finley, Cheryl Drumgold, Debera Tyndall

Motion was made by Debra Paylor to conduct an informal Executive Board meeting during the CWA National Human Rights Conference. Seconded by Robin Blair-Batte. All in favor. Motion carried.

President Middleton announced that during this meeting, we will discuss what our 'takeaways' are from the conference, what strategies the local has to elect VP Kamala Harris as the next U.S. President, and return the four seats we lost to the Republicans two years ago and bring them back to the Democratic side in the House of Representatives.

**The CWA National Human Rights Conference**, led by Director of Human Rights, Education and Health & Safety Angie Wells, was held from Aug. 11-14, 2024, in Houston, Texas. More than 500 CWA members from across the country took part in workshops, solidarity actions, and other activities. From its spectacular opening with "Dragon Dancers" to the closing "Activist Mall," the conference was a celebration of cultural diversity and inclusion.

The agenda featured several workshops and panel discussions, including "Ageism, Accessibility, and Pensions," "Addressing Systemic Racism as a Workplace Health and Safety Issue," and "How to Not Work Until You Die."

The Minority Caucus paid honor to several guests, including CWA Secretary-Treasurer Ameenah Salaam and CWA President Claude Cummings Jr., whom they presented with a Lifetime Achievement Award. Long-time friend and ally Congressman Al Green (D-Texas) presented Cummings and Salaam with an American flag from atop the Capitol building, an honor he now shares with civil rights leaders such as Dr. Martin Luther King Jr. and Rosa Parks.

All Executive Board Members and guests in attendance had the opportunity to share their "takeaways" from the conference and discussed their strategies regarding GOTV:

- Educational/Learning experience
- Well organized/well structured
- Historical event
- Workshops were informational
- Speeches were excellent
- Huge emphasis on women and diversity
- Entire conference was electrifying, amazing, and outstanding
- 1180 Committees should focus on ensuring that the message is received by the members

Collaboration has already started with The Advance Group regarding outreach to members (active & retirees)

- Conduct voter registration drives in every borough
- Have voter registration cards available at the facilities
- Have voter registration information available at every 1180 meeting and on web site
- Have conversations at our facilities with our members regarding the importance of this election
- Send eblasts to members informing them what labor stands to lose if Harris/Walz are not elected
- Inform/educate members on Project 2025; have literature available
- Have conversations with friends and family regarding the importance of this election
- Literature will be sent out in English and Spanish to all members
- Coordinate with the Retiree Division to assist with members who are not able to get out to vote
- Link placed on Borough Committee flier for voter registration
- Conduct one-on-ones with members; with speaking points
- Phone banking can be done from home; utilize retirees to make calls in day time
- Visit battleground states by bus; first trip to Philadelphia is scheduled for Saturday, Sept. 14
- Work closely with CWA District 1, New York City Central Labor Council, and the AFL-CIO
- Eblast and post on web site volunteer form for members to complete
- Reach out to youth and younger populations in the community that are able to vote

President Middleton stated that she is so proud to be the leader of CWA Local 1180. We are such a great union, representing 9,000 members, public and private

sectors. Local 1180 is well respected throughout CWA, with politicians, and with other unions.

Middleton stated that this CWA National Human Rights conference was the most attended with more than 500 CWA members. The agenda for the conference, and commitment, camaraderie, and spirit that was shown was phenomenal.

President Middleton stated we are all in this fight together to get the Harris/Walz team elected on Nov. 5. We will be calling on everyone to help with GOTV.

A motion was duly made by Gerald Brown, seconded by Debra Paylor to adjourn the meeting. All in favor.

Next meeting TBD.

Respectfully submitted,  
Debra Paylor, Recording Secretary

## Sept. 30, 2024

Meeting called to order at 6:24 p.m.

Executive Board Members in Attendance:

### Officers

Gloria Middleton, President  
Gerald Brown, First Vice President  
Teesha Foreman, Second Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Debra Paylor, Recording Secretary

### Members-At-Large . . . . .

Amica Benjamin, Debra Busacco, Ranston Foster, Carol Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### PRESIDENT'S REPORT

Minutes of the Aug. 14, 2024, informal meeting were presented. Motion was duly made by George Johnson, seconded by Robin Blair-Batte, and carried to accept minutes with necessary additions and corrections.

President Middleton met with the MLC regarding health care. There aren't any updates to report.

She discussed the highlights of her schedule since the last Executive Board meeting.

8/18 to 8/23 — Attended Democratic National Convention

8/26 — Participated in the HRA/FIA Administrative JOS meeting

8/27 to 8/28 — Attended the AFL-CIO Conference

8/31 — Attended the CWA 1180 Annual Friends & Family Fun Day

9/3 — Attended NYC Councilwoman Carmen De La Rosa's & NYS Senator Jessica Ramos' Women in Labor event

9/4 — Chaired the weekly staff and communications meetings

9/5 — Honored at City & State's Labor 100 Recognition

9/7 — Participated in the AFL-CIO Labor Day Parade



9/10 — Participated in the Medicare Prescription Plan meeting

9/11 — Chaired the weekly staff and communications meetings, followed by the virtual General Membership meeting

9/12 — Participated in the Selikoff Advisory Board Meeting

President Middleton distributed and discussed the Mirkin & Gordon status report as of Sept. 1, 2024.

A motion was duly made by Amica Benjamin and seconded by Helen S. Jarrett. Motion carried to accept the President's Report.

**FIRST VICE PRESIDENT'S REPORT**

First Vice President Gerald Brown motioned for CWA Local 1180 to endorse the following candidates:

**Congress: NYS Districts**

District 3 — Thomas Suozzi (Queens/Nassau County)

District 4 — Laura Gillen (Nassau County)

District 16 — George Latimer (Bronx/Westchester County)

District 17 — Mondaire Jones (Rockland and Putnam counties)

District 18 — Pat Ryan (Orange and Dutchess counties)

District 19 — Josh Riley (Hudson Valley)

**NYS Senate**

District 17 — Iwen Chu (Brooklyn)

District 23 — Jessica Scarcella-Spanton (Brooklyn and Staten Island)

**NYS Assembly**

District 23 — Stacey Pheffer-Amato (Queens)

Motion was made and carried unanimously.

Brown attended staff meetings, trustee meetings, and Executive Board meetings during the month, as well as the Labor Breakfast sponsored by the Amsterdam News and the CLC Delegates meeting.

With no further business, a motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept the First Vice President's report. All in favor.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman presented the Staff Rep Activity Report for June 2024.

Agency Walk-Throughs .....1  
Arbitration .....1  
Conference Calls .....8  
Counseling/Warning Sessions ...5  
EEO Investigations/Interviews ...5  
Emails .....1,771  
G.O. 15 (NYPD) .....2  
Hearing Preparations .....4  
Hearings .....7  
Hiring Pools .....2

Investigative Hearings/Meetings .3  
Labor Management Meetings....9  
New Member Orientation .....1  
OATH .....2  
Off-site Member Meetings.....1  
Phone Calls.....425  
Site Meetings .....13  
SNEO H+H New Member Orientations .....2  
Supervisory Conferences .....4

**Site Meetings**

OATH (8/5/24)  
66 John St., New York  
HRA/HASA (8/8/24)  
375 Pearl St., New York  
NYCHA (8/9/24)  
787 Atlantic Ave., Brooklyn  
H+H Elmhurst (8/13/24)  
79-01 Broadway, Queens  
H+H Lincoln Hospital (8/13/24)  
234 E. 149th St., Bronx  
H+H Susan Smith McKinney (8/15/24)  
594 Albany Ave., Brooklyn  
HRA Office of Quality Assurance (8/16/24)  
4 World Trade Center, New York  
Parks (8/16/24)  
1 Bronx River Pkwy., Bronx  
HRA Office of Policy, Procedure, & Training (8/23/24)  
Virtual — 470 Vanderbilt Ave., Brooklyn  
HRA SNAP #28 (8/28/24)  
404 Pine St., Brooklyn  
HRA/MAP — Home Care (8/29/24)  
505 Clermont Ave., Brooklyn  
H+H Central Office (8/30/24)  
100 N. Portland Ave., Brooklyn  
OATH (8/30/24)  
9 Bond St., Brooklyn

Foreman also reported that she attended the National Organizer Training; 8/23 — attended a labor/management meeting with HRA regarding compressed time; she also met with HRA/FIA; 8/30 — met with MetroPlus; 9/21 — Festival of Cultures. She is currently preparing for the Shop Stewards Conference, (10/3 - 10/6), as well as the District 1 Conference (11/12 - 11/14); 9/6 — Leadership call with H+H; SCA agreement on hold; meetings with 911 compressed time pilot program and OLR; attending the Selikoff; 9/14 — rally in PA; 9/17 — attended a Zoom meeting "Say Yes to Prop 1"; 9/18 — HPD/QWL event, later that evening, she attended the Bronx Democratic Annual fundraiser; 9/20 — HRA/QWL event; 9/21 — Festival of Cultures. She reminded all E-Board members to tune in to the National radio station every Thursday.

Foreman reported that Denise Duncan-Bartholomew returned back to her H+H facility and is no longer a Staff Representative with Local 1180.

With no further business, a motion was duly made by Amica Benjamin, seconded by Helen S. Jarrett, 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 and August 2024. She advised that the T.D. checking account has a balance of \$656,580.51 as of C.O.B. Sept. 30, 2024.

Blair-Batte reported that we currently have 99.2% of memberships cards on file.

She reported the following member activity for August 2024:

New Member Enrollments .....5  
Actives Deceased .....0  
New Retirements .....18  
Retirees Deceased .....11  
Total Active Members .....8,435  
Total Retired Members .....6,918

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

**RECORDING SECRETARY'S REPORT**

Recording Secretary Debra Paylor reported that she has been attending CWA National Minority Caucus Executive Board meetings, Borough Community meetings, CLC Delegates meeting, Women's Committee, Labor Day Parade, and the African American Day Parade. The next Manhattan Borough Community meeting will be on Oct. 3, 2024.

With no further business, a motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept the Recording Secretary's report.

**MEMBERS-AT-LARGE REPORTS**

Amica Benjamin attended the following: 7/25 — Executive Board Meeting; 7/29 — PHERN Call; 7/29 — CLUW Meeting; 7/30 — Women's Committee Luncheon meeting; 7/30 National Organizing Call with Kamala Harris; 8/1 — Hispanic Committee Luncheon Meeting; 8/6 — Women's Committee Luncheon Meeting; 8/11 - 8/15 — Human Rights Conference; 8/14 — Executive Board Meeting; 8/19 — CLUW Membership Committee Meeting - CLUW Project 2025 Info-session; 8/24 — Women's Committee Pink & White Affair; 8/26 — PHERN Call; 8/26 — District 1 Election 2024 Kickoff Town Hall; 8/27 & 28: AFL-CIO Convention; 8/31 — Friends and Family BBQ; 9/4 — Committee on People with Disabilities; 9/7 — NYCCLC Labor Day Parade; 9/9 — Brooklyn BCCC; 9/10 — NYCHA Site Meeting; 9/11 — GMM & Staten Island BCCC; 9/12 — Hispanic Committee Meeting; 9/15 — African Day Parade; 9/17 — NYC Comptroller Meeting hosted by the Disability Pride Parade Meeting; 9/17 — Civil Rights and Equity Committee Meeting; 9/20 — Queens BCCC - Mental Health; 9/21 — Festival of Cultures; 9/25 — Meeting w/Shop Stewards for Shop Steward Conference; 9/25 — CWA Next Generation Election Town Hall w/Claude Cummings & Elena Lopez; 9/26 — Hispanic Committee luncheon meeting.

Benjamin announced she is currently interviewing for the Receptionist position.

A motion was duly made by Carol Griffith, seconded by Debra Busacco, and carried to accept Amica Benjamin's report.

**Debra Busacco**, Chairperson of the Women's Committee, announced that the September 2024 meeting was hybrid. Helen S. Jarrett was the guest speaker and provided an in-depth overview on how the electoral college process works, including materials for future reference. Next Women's Committee Meeting will be on 10/10/2024 in-person only. Would like to discuss the possibility of creating a newsletter for the Women's Committee. It would be a wonderful way to highlight our initiatives and achievements.

Busacco also attended/participated in: 9/4 — 2024 NYC Labor Day Parade Leadership Reception; 9/7 — Labor Day Parade & Labor Day Mass; 9/9 — NYC CLUW Chapter EB Meeting; 9/10 — NOW for Women's Mobilization 2024; 9/12 — Hispanic Committee; 9/13 — NYC Central Labor Council Delegates Meeting; 9/14 — Bus Trip to Philadelphia GOTV; 9/15 — African Day Parade; 9/16 — Wayside's Board of Directors Meeting; 9/17 & 9/24 — 23rd Precinct Council Police Academy Meeting (new member); 9/17 & 9/18 — HPD's QWL Employee Recognition Ceremony; 9/18 — Bronx Democratic County Committee Annual Fundraising event; 9/21 — Congressman Adriano Espaillat Women's March in Harlem for Kamala Harris; 9/23 — NYC CLUW Chapter GMM; 9/25 — Harlem Mothers & Father's Saves: A Day of Remembrance for Murdered Victims; 9/26 — Hispanic Luncheon Planning Committee; 9/29 — Soccer Award Ceremony hosted by Queens BCCC Chairperson Elaine Blair.

The Breast Cancer walk is scheduled for Sunday, Oct. 20, 2024. Donations can be made to our team: CWA Local 1180 Cares. Debra Paylor made a motion that the Executive Board approve to match donations up to \$1,000. It was seconded by Amica Benjamin. Motion approved, all in favor.

A motion was duly made by Carol Griffith, seconded by Teesha Foreman, and carried to accept Debra Busacco's report.

A motion was duly made by Amica Benjamin, seconded by George Johnson, and carried to accept Helen S. Jarrett's report.

**Rosario Roman** attended/participated in the following: 9/5, 9/19 & 9/26 — Hispanic Heritage Month Prep; 9/11 — SIBCCC; 9/12 — Hispanic Committee; 9/15 — African American Day Parade; 9/19 — NYCCLC Meeting; 9/25 — Hispanic HMC TWU Walk Thru; 9/25 — Jessica Scarcella-Spanton Fundraiser; 9/25 — SS Conference Prep; 9/26 — Dems. Annual Summer Barbecue; 9/30 — Executive Board Meeting

A motion was duly made by Helen S. Jarrett, seconded by Carol Griffith, and carried to accept Rosario Roman's report.



# EXECUTIVE BOARD MEETING MINUTES

**Gregory Smith** reported that he and Teesha Foreman have been meeting with the School Construction Authority (SCA). A tentative agreement is on hold. He will keep us updated. Training has started with SCA staff to prepare for the Senior Staff Support upcoming exam. HRA/FIA meeting has been postponed. He will keep us updated.

A motion was duly made by Helen S. Jarrett, seconded by Amica Benjamin, and carried to accept Gregory Smith's report.

Next meeting is tentatively scheduled for Oct. 24, 2024.

Motion was duly made by Debra Busacco, seconded by Ranston Foster, and carried to adjourn at 9:08 p.m. All in favor.

Respectfully submitted,  
Debra Paylor, Recording Secretary

## Oct. 29, 2024

Meeting called to order at 6:24 p.m.

Executive Board Members in Attendance:

### Officers

Gloria Middleton, President  
Gerald Brown, First Vice President  
Teesha Foreman, Second Vice President  
Robin Blair-Batte, Secretary-Treasurer  
Debra Paylor, Recording Secretary

### Members-At-Large

Amica Benjamin, Debra Busacco, Carol Griffith, Helen S. Jarrett, Rosario Roman, Gregory Smith, Dennis Vargas

**Absent/Excused:** Debra Busacco, George Johnson

### PRESIDENT'S REPORT

Minutes of the Sept. 30, 2024, meeting was presented. Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept minutes with necessary additions and corrections

President Middleton has been attending meetings with the Municipal Labor Committee regarding health care for actives to find ways to reduce costs; however, there aren't any updates to report. She will attend the next meeting scheduled with Municipal Labor Committee Leadership. She will report updates at the next Executive Board meeting.

Middleton reported that DCAS is proposing 51 titles to be temporarily classified in the non-competitive class under the New York Hiring Emergency Limited Placement Statewide Program – Local (NY HELPS Program). Arthur Cheliotis is scheduled to testify on behalf of Local 1180. She will update the Executive Board at the next meeting.

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

10/1 — Participated in the PowHer the Vote week 3; chaired the Trustees meeting; participated in the Bird Union celebration

10/2 — Chaired the weekly staff and communications meetings

10/3 to 10/6 — Along with the entire Executive Board, attended the Local 1180 Shop Steward Conference.

10/7 to 10/9 — Attended the NYC Central Labor Council Executive Board Conference along with Second Vice President Teesha Foreman and Secretary-Treasurer Robin Blair-Batte

10/12 — Participated in the CWA National Minority Caucus General Membership meeting; attended and was honored with the Community Activist Award at CBTU's James "Jim" Bell Scholarship Event

10/15 — Attended the Municipal Labor Committee-Office of Labor Relations health care meeting; participated in the PowHer the Vote week 5; chaired the General Membership meeting

10/16 — Chaired the weekly staff and communications meetings

10/17 — Participated in the CWA National Executive Board meeting

10/21 — Chaired the Trustees Meeting

10/22 — Attended the Municipal Labor Council Steering committee meeting

10/23 — Attended the Harris/Walz rally in City Hall Park

10/26 — Attended Local 1180's Hispanic Heritage Celebration

President Middleton distributed and discussed the Mirkin & Gordon status report as of Sept. 1, 2024.

A motion was duly made by Robin Blair-Batte, and seconded by Teesha Foreman. Motion carried to accept the President's Report.

### FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown motioned for CWA Local 1180 to endorse an additional candidate for New York State Senate in the 11th District (Queens), Toby Ann Stavisky.

Motion was seconded by Debra Paylor. All in favor. Motion carried.

President Middleton motioned to recommend voting Yes for Proposal #1, and No for Proposals #2 to #6. Motion was seconded by Robin Blair-Batte. Motion carried.

Brown announced that he attended staff meetings, trustee meetings, and Executive Board meetings during the month.

With no further business, a motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept the First Vice President's report. All in favor.

### SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Rep Activity Report for September 2024.

Agency Walk-Throughs . . . . . 1  
Appointments . . . . . 2  
Arbitration . . . . . 1  
Command Disciplines (CD) . . . . . 3  
Conference Calls . . . . . 11  
Counseling/Warning Sessions . . . 7

EEO Investigations/Interviews . . . 1  
Emails . . . . . 1,691  
Health & Safety Meetings . . . . . 3  
Hearing Preparations . . . . . 7  
Hearings . . . . . 5  
Investigative Hearings/Meetings . . 8  
Labor Management Meetings . . . . 5  
OATH . . . . . 3  
Off-site Member Meetings . . . . . 2  
Phone Calls . . . . . 404  
Shop Stewards Meeting . . . . . 4  
Shop Stewards Mentorship . . . . . 2  
Site Meetings . . . . . 14  
SNEO H+H New Member Orientations . . . . . 2

### Site Meetings

DOC (9/10/24)  
125 White St., New York  
  
H+H Henry J. Carter (9/10/24)  
1752 Park Ave., New York  
  
NYCHA (9/10/24)  
Virtual — 1200 Waters Pl., Bronx  
  
Human Resources Administration,  
Office of Legal Affairs (9/13/24)  
4 World Trade Center, New York  
  
Parks (9/13/24)  
700 Rockland Ave., Staten Island  
  
Dept. of Education (9/26/24)  
65 Court St., Brooklyn  
  
H+H Jacobi Medical Center (9/19/24)  
1400 Pelham Pkwy., Bronx  
  
FDNY (9/20/24)  
505 Clermont Ave., Brooklyn  
  
H+H Queens Hospital (9/20/24)  
82-68 164th St., Queens  
  
Law Dept. (9/23/24)  
Virtual — 100 Church St., New York  
  
Dept. of Youth & Community  
Development (9/24/24)  
2 Lafayette St., New York  
  
HRA SNAP #22 (9/27/24)  
1912 Mermaid Ave., Brooklyn  
  
HRA/MAP-CASA (9/27/24)  
215 Bay St., Staten Island  
  
NYPD (9/30/24)  
31-22 College Point Blvd., Queens

Foreman reported that the School Construction Authority ballots will be mailed out to members ratify their contract, effective 1/27/22. Once ratified, they will receive the same contractual raises as the PAA et al contract, including the ratification bonus. There will be an H+H leadership meeting on Friday. She will report the updates at the next Executive Board meeting.

With no further business, a motion was duly made by Helen S. Jarrett, seconded by Carol Griffith, 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 September 2024. She advised that the T.D. checking account has a balance of \$816,272.63 as of C.O.B. Oct. 30, 2024.

Blair-Batte reported that we currently have 99.1% of memberships cards on file.

Se reported the following member activity for September 2024:

New Member Enrollments . . . . . 8  
Actives Deceased . . . . . 0  
New Retirements . . . . . 34  
Retirees Deceased . . . . . 9  
Total Active Members . . . . . 8,456  
Total Retired Members . . . . . 6,936

With no further business, a motion was duly made by Debra Paylor, seconded by Helen S. Jarrett, and carried to accept the Secretary-Treasurer's Report.

### RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she has been attending CWA National Minority Caucus Executive Board and Minority Caucus General Membership meetings, Trustee Meetings, Shop Steward Conference, Borough Committee Meetings, Standing Committee meetings, and General Membership Meetings.

With no further business, a motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte and carried to accept the Recording Secretary's report.

### MEMBERS-AT-LARGE REPORTS

Members-at-Large attended the following meetings/trainings/webinars/events/rallies since the last Executive Board Meeting:

- Labor Management
- Shop Steward Conference
- Borough Committees
- Hispanic Heritage Celebration
- Coalition of Labor Union Women (CLUW)
- Public Healthcare and Education Workers (PHEW)
- Door Knocking in Philadelphia for Harris/Walz Campaign
- Phone Banking for Harris/Walz Campaign
- Harris/Walz Campaign rally at New York City Hall Park
- Labor Council for Latin American Advancement (LCLAA)
- Coalition of Black Trade Union (CBTU)
- Make the Road
- 1180 Standing Committees
- CWA National Minority Caucus General Membership

Next meeting is tentatively scheduled for Nov. 21, 2024.

Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to adjourn at 8:22 p.m. All in favor.

Respectfully submitted,  
Debra Paylor, Recording Secretary



# MEMBERS IN ACTION

**District Conference** CWA members from across District 1, including those from Local 1180, met in November for the district’s annual leadership conference, which focused on its theme, “Many Voices, One District: United For The Future.” In addition to attending bargaining unit and sector meetings, conference participants heard from Human Rights Committee chairs from Locals 1101, 1106, and 1180 about the districtwide plan for upcoming trainings, including anti-racist union training, gender justice, and a new economic justice training soon to be rolled out. Members were also able to select from a list of workshops including “Mental Health in the Workplace,” “Communications and Social Media Best Practices,” “Grievance and Arbitration in the Private Sector,” and “Mobilization While Working from Home/Teleworking.” **Second Vice President Teesha Foreman** spoke on Human Rights Committees and conducted Gender Justice Training, and **Mobilizer Alex Dinndorf** led a panel discussion on mobilizing remote workers, where he spoke about the Bird Union strike threat.



# IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Sharon Bender	Department of Transportation	11/2/2024
Loretta Brown	Finance Administration	10/13/2024
Annie Clark	Dept. of Social Services	9/14/2024
Celia Desouza	Dept. of Social Services	9/12/2024
Alice Henson	Dept. of Social Services	11/1/2024
Pauline Lamboy	Office of the Mayor	10/10/2024
Thomas Leeming	Dept. of Social Services	9/21/2024
Lauria Lindesay	Jacobi Medical Center	9/28/2024
Milagros Morales	Dept. of Social Services	10/5/2024
Carolyn Morris	Dept. of Social Services	11/19/2024
Rose Moskowitz	Dept. of Social Services	11/9/2024
Josephine Priola	H+H	11/25/2024
Maureen Rickards	Dept. of Social Services	11/24/2024
Michael Risinit	Dept. of Environmental Protection	9/19/2024
Wei Qiang Ruan	Dept. of Social Services	9/22/2024
Kay Schechter	Queens District Attorney	9/22/2024
Maudie Shine	Dept. of Social Services	11/14/2024
Edna Taylor	Dept. of Social Services	12/11/2024
Karen Urciuoli	Parks & Recreation	10/12/2024



Condolences to the family of Retired (2019) Administrative Manager Carolyn S. Bass (DSNY) who passed away on Nov. 18, 2024. Carolyn worked at the BCC Lot Cleaning Division’s Statistics, Billing, and Contested Billing Unit. Her daughter Khadejia said Carolyn, born July 20, 1947, passed away at 12:35 a.m. surrounded by family and close friends the way she wanted to. DSNY Shop Steward Ed Yood said, "She was a great friend, advocate, and mentor to so many of us."





COMMUNIQUE

**Communications Workers of America  
Local 1180**

6 Harrison St., New York, NY 10013-2898

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Communique Awarded  
**HIGHEST  
HONORS**  
in Labor Communications Contest

Local 1180 won six awards — including two top honors — in the International Labor Communications Association's (ILCA) 2024 Media Contest. Annually, ILCA hosts what is now the largest competition exclusively for labor journalists and communicators. This year, more than a 1,000 entries were submitted for the ILCA award categories of general excellence, visual communications, best multimedia campaign, writing, electronic media, best use of earned media, political action, and organizing.

The Saul Miller awards highlight excellent writing connected to the areas of organizing, collective bargaining, and political action. The union won this year's honor for Organizing for the piece "3 New Private Sector Shops Organize Into Local 1180 Family".

The Max Steinbock Award, ILCA's highest award for journalistic excellence, is given in recognition of outstanding effort that explores an issue of concern to working families. For the second year in a row, Local 1180 won the Max Steinbock Award, this time for the story "Local 1180 Program Helps Member Eliminate \$236,610 in Student Loan Debt".



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View All  
Awards

