

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

# COMMUNIQUE



BIRD UNION MEMBERS  
**Fight for Fair Pay**  
FOR WOMEN pages 4-5







ON THE COVER

4-5

Local 1180's Bird Union Members Bring **Fight for FAIR PAY** to Women in Conservation Fundraiser

IN THE NEWS

6

Union **Takes a Stand** on City Council Pay Parity Report



10

YOUR UNION

7

Congratulations

9

President's Message

10-11

Members in Action

12

First Vice President's Message



FEATURES

8

Women **Leading** the Labor Movement



13

13

Private Sector Shops

14-19

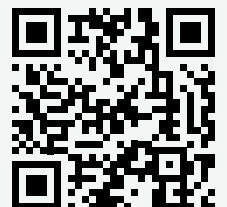
Executive Board Meeting Minutes

19

In Memoriam

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[cwa1180.org](http://cwa1180.org)



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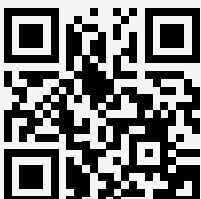
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MOST meetings start at 6 p.m. and are held virtually, in-person, or hybrid. Please check the Local 1180 website homepage at [cwa1180.org](http://cwa1180.org) for each month's meeting information, which is also emailed to members' personal emails on file with the union.

## STAFF REPRESENTATIVES

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### Programs for Retired Members

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Retiree Division: 800.801.2882

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Fx: 212.219.2450  
Claim Forms Hotline: 212.925.1091

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24/7 Automated info on exams and eligible lists  
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  
[DCASinvestigations@dcas.nyc.gov](mailto:DCASinvestigations@dcas.nyc.gov)

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[DASFingerprints@dcas.nyc.gov](mailto:DASFingerprints@dcas.nyc.gov)

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1932 Arthur Ave., 2nd Floor, Bronx 10457

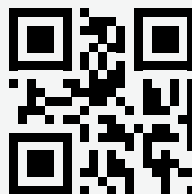
Brooklyn  
210 Joralemon St., 4th Floor, Brooklyn 11201

Manhattan  
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# COMMUNIQUE

## Official Publication

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

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CWA LOCAL 1180



# Local 1180's Bird Union Members Bring Fight for FAIR PAY to Women at Conservation Fundraiser

While the National Audubon Society was hosting a luncheon in New York City on May 9 to celebrate the achievements of women in the conservation movement, members of CWA Local 1180 and its Bird Union gathered outside in protest to highlight the organization's systemic unequal pay for women and Black, Indigenous, and people of color (BIPOC) employees.

Wearing red shirts, jackets, and hats, Local 1180 members held up signs saying, "CEO Gray is not an ally to women in conservation (ask her about parental leave)" and "Owl workers deserve a fair contract."

The objective? A fair contract, making Audubon a better place to work, and fixing problems like pay inequity.

CWA and its Bird Union members have been negotiating with Audubon for more than two years without reaching an agreement for a fair first contract. In December, Audubon announced merit-based, discretionary annual raises for staff — but withheld raises for union members.

**Christopher Thomas, one of Local 1180's Private Sector Staff Representatives**, said that the union has sought to create pay equity across gender and race, and bring transparency to how compensation works at the organization. CWA is advocating for an annual 4% increase and 12 weeks of paid parental leave.

"We support across-the-board increases because there is an enormous amount of historic evidence showing merit-based pay increases are very susceptible to bias, corruption, and favoritism," Thomas said. "We have met management half way and have included that a portion of increases be tied to merit in a number of different proposals."

Yet, Audubon management continues refusing to negotiate in good faith to resolve a fair contract, making it difficult for the next generation of women in conservation to build a successful and impactful career.

Those part of the Bird Union primarily work in conservation and science work with roles in development, finance, IT, HR, and marketing. It does not include managers or executives.

Thomas said that in May, the union released a report called "Inequities at Audubon" about the national conservation organization's pay inequities based on wage data provided by Audubon itself. The analysis found that the group's pay structure is unequal, with systemic disparities based on gender and race among employees represented by Audubon's staff union.

BIPOC employees, with few exceptions, are paid less than their white counterparts, and are significantly underrepresented in the organization. In one job category, for example, white men on average make 13% (or \$9,587) more than white women and 16% (or \$11,587) more than BIPOC women. At the same time, Audubon's spending on executive pay has increased by 60% since 2019.

Unfortunately, this is a trend common in workplaces, and something Local 1180 fights daily to rectify, including for its public sector New York City municipal workers.

The alarming pay disparities have had a major impact on Audubon workers, limiting their ability to secure housing, qualify for a car loan, or save for retirement. It perpetuates the very sort of deep-rooted inequalities based on gender and race that Audubon says it is committed to confronting.

Bird Union member testimonials provide insight on the human toll of these inequities.

"As conservation staff, we generally make pretty poor money. We're not here for the money but we do need to make sure we can function and survive, and annual raises really impact our ability to do that," said **Local 1180 Bird Union member Krysten Zumno**. "I was told that at a minimum, Audubon at least had a cost-of-living increase. Then right before Christmas, they pulled their calculated no-raises-for-union-staff move. The work I do is important and I know it, but how do you work for an organization, for an executive team that sees you as having no value, who shows you how little you mean, who withhold basic needs from their staff."

**Local 1180 Bird Union member Emily Ohman** agrees, saying that more, many Audubon

Take a stand with Bird Union activists, sign the petition for a fair contract:



**"Nobody goes into conservation to get rich but the disparity in our job families is unjust."**

— CWA Local 1180 Bird Union member Carrie Gray





employees do not currently earn a living wage and struggle to make ends meet.

“My merit-based salary increase and cost-of-living raise are being withheld for being a union member,” Ohman said. “If this was not disgraceful enough, I have to work a part-time job just to make ends meet. I have been food insecure for the totality of my time at this job and have experienced such extreme bouts of acute hunger that I have forgone meals for multiple days so I could afford to pay my bills. We’ve had enough of the discretionary pay raises that perpetuate unequal pay.”

The significant wage disparities among employees also contribute to high turnover,

negatively affecting the organization. In the meantime, morale at the Bird Union is wavering.

In September 2021, Audubon workers voted to unionize after management laid off 100-plus workers the year before during the pandemic, leaving those remaining to work in what they described as a toxic workplace culture for women and people of color, amongst many other problems.

According to an Audubon internal audit following a news article about the organization’s harsh work atmosphere, there was, in fact, “a culture of retaliation, fear, and antagonism toward women and people of color.”

Thomas said that despite all the evidence pointing to an inept Audubon management, pay

disparities remain and union members are being left out of new benefits — like expanded paid parental leave — offered to non-union staffers, while contract negotiations drag on.

To achieve equitable wages and a more sustainable workforce, union members are calling on Audubon to abandon its arbitrary and opaque system of discretionary pay increases ostensibly based on merit and instead commit to regular and equitable cost-of-living increases.

You can read more about the ongoing CWA Local 1180 Bird Union fight here: [bit.ly/45v8VzM](https://bit.ly/45v8VzM) and here: [bit.ly/3z82Jle](https://bit.ly/3z82Jle)

SCAN for more  
**Bird Union Rally**  
photos and video:



Top: **Second Vice President Teesha Foreman** speaks at the May 9 rally, flanked by **Staff Representatives Tomas Laster** and **Shakima Ivory**, and **Retiree Florence Anthony**. Bottom left: CWA Local 1180 Bird Union members are joined by public sector members to send a strong, unified message to Audubon management. Bottom right: Local 1180 Bird Union members **Diana Wilson** and **Kristine Hizon**.





# TAKES A STAND

## on City Council Pay Parity Report

When the New York City Council released its 2024 Pay Disparity Report on wage disparities within the City's municipal workforce, it showed continued gender and racial wage gaps that are largely the result of women of color being paid less than others doing similar work.

That comes as no shock to most, especially Local 1180 that has been battling pay inequity for more than a decade. Thanks to ongoing efforts between Local 1180 and the City Council, especially the Women's Caucus, several new bills were introduced this year that will help level the paying field.

"Equal pay for equal work, regardless of gender, race, religion, sexual orientation, or any other discriminating factor that prevents a specific group from advancing in their careers is all we're asking for," said **Local 1180 President Gloria Middleton**.

Local 1180 has been at the forefront of pay parity for more than a decade, and even filed a lawsuit in 2016 against the City of New York for pay discrimination for Administrative Managers — a case that resulted in a \$15 million payout to women and women of color paid less than their male counterparts and non-white men, and led to the creation of level increases for all three Administrative Manager Non-Manual titles.

The Pay Disparity Report showed that women of color are concentrated in job titles that consistently provide lower wages and continue to lack access to jobs predominated by white and male employees and paying higher wages.

It also revealed that:

- Asian, Black or African American, Hispanic or Latino and Other Race/Ethnicities (ABHLO) employees in the municipal workforce earn 84 cents for every \$1 paid to white city employees
- For every dollar earned by white male employees, all other workers earn on average 82 cents, demonstrating that people of color — and women of color, more deeply — are experiencing the overwhelming impact of pay disparities.
- Female employees of color in the city's workforce account for more than two-thirds of the overall racial pay gap of 16 cents, while male employees of color account for one-third.
- Across the municipal workforce, female employees of color saw the smallest improvement in their pay gap between 2018 and 2021.

- 95% of gender and racial pay gaps are explained by occupational segregation that concentrates women and people of color in job titles that pay less across and within agencies.

City Council Member Carmen De La Rosa, a longtime advocate of organized labor and Chair of the Committee on Civil Service and Labor as well as Co-Chair of the Council's Women's Caucus, sponsored two bills to help remedy these ongoing issues. Intro 0743-2024 amends the City charter and the administrative code of the City of New York to require the Department of Citywide Administrative Services (DCAS) to offer career counseling to municipal employees to advise them of professional development and promotional opportunities, while Intro 0809-2024 amends the City's administrative code to require the DCAS Commissioner to report on the administration of promotion examinations.

She also introduced Resolution 0306-2024 calling on DCAS to grant additional points on promotional exams to examinees who have completed the agency's Executive Development and Management & Supervision trainings, or to examinees who have earned a degree or certificate from the City University of New York, or a similarly accredited institution.

Council Member Farah Louis sponsored two bills — 0828-2024 and 0829-2024 — to help ensure better promotion of civil service careers. The first applies to the distribution of information relating to careers in civil service at the City University of New York, while the second would help promote civil service examinations.

The report includes data for municipal wages up to 2021, as maintained by the Council's innovative Pay Equity Law (Local Law 18 of 2019), which requires the Mayor's Office of Data Analytics (MODA) to publicly report New York City municipal employee pay data on the Office's open source analytics library and provide the Council with direct access to the data to facilitate its own annual statistical analysis. This is legislation that Local 1180 worked on diligently to ensure its passage.

Last year, the Council passed legislation to expand Local Law 18 and require city agencies to conduct an analysis of compensation data and measures to address pay disparity and occupational segregation, providing greater real-time access to city employment data that will allow for more timely analysis.

Middleton was one of several invited to testify after the press conference before a Council Committee hearing.

"The fact that low pay of non-white female employees accounts for large portions of pay disparities within the municipal workforce is nothing new. We have known for years that women, especially Black and brown women, have not been paid equally to their male counterparts doing the same work," Middleton said. "It's long past time for agencies to be held accountable for their pay treatment of women. We look forward to working with the City Council to strengthen laws that will finally level the paying field for everyone, regardless of gender."



Top: Local 1180 at the Council's Pay Parity Report Press Conference. Bottom: From left to right Angela Greaves, Caron Phelps, Ingrid Brown-Lewis and Pamela Odle



# CONGRATULATIONS



**Congratulations** to the following Local 1180 members who recently graduated from the CUNY School of Labor and Urban Studies: **Nicole Nester** (Coordinating Manager — H+H, Woodhull Hospital), **Tameka Staples** (PAA — HRA CSS), **Dionne Williams** (PAA — DOE), **Robert Donate** (PAA — FDNY), **Candace Joseph** (School Business Manager — DOE), and **Amy Rice** (Admin Manager NM — Small Business Services). They are pictured with **Local 1180 Business Manager Arthur Chelotes**. SLU helps City workers, including those in Local 1180, take classes to advance their careers.

## New Shop Stewards

Congratulations to the following newly elected Local 1180 Shop Stewards:

- Meris Campbell** (PAA — Queens DA's Office)
- Cheryl Dill Bain** (PAA — Queens DA's Office)
- Aishah Fields** — (PAA III — HRA)
- Diane McPhatter** — (Admin Manager — DOT)
- Thomas Mock** (Assistant Director — HHC/Queens Hospital Center)
- Quinella Williams** (Admin Manager — DOT)



**Francisco Gomez**, **Staff Rep Gregory Smith**, and **Mobilization Coordinator Helen S. Jarrett**. Front row from left: **Staff Reps Denise Duncan-Bartholomew**, **Theresa Pinto**, and **Romano Jones**. **Staff Reps Christopher Thomas** and **Shakima Ivory** also completed the course but are not pictured.

## Speech is Power

Local 1180 members, Staff Reps, Shop Stewards, staff, and officers are often called upon to give some kind of speech. Whether that is five minutes or an hour, learning effective public speaking skills can go a long way. Congratulations to the following 1180 family members who on April 24 completed a public speaking program: Back row from left: **Staff Representatives Desiree Waters** and **Tomas Laster**, Instructor **Laurie Kellogg**, **Local 1180 Network Administrator**

## 1180-Endorsed Candidates Win

Local 1180 endorsed three State Assembly candidates in the June primary, all of whom won their elections and will now appear on the ballot in the November General Election.



**Larinda Hooks: 56.98%**  
District 35, Democratic Party  
Former 1180 Member (SCA)  
*Queens, including East Elmhurst, LaGuardia Airport and Citi Field*



**Micah Lasher: 52.31%**  
District 69, Democratic Party  
*Manhattan, including Morningside Heights and the Upper West Side*



**Jordan Wright: 47.36%**  
District 70, Democratic Party  
*Manhattan, including West and Central Harlem*

## Congratulations

to **Sandra Kinchen (Administrative Manager — DSNY)** on her retirement after 43 years of dedication and hard work. Her colleagues and friends marked this special occasion with a retirement party on June 21.

## Thank You Local 1180

“I’m going to be honest here. I had never been in a union before and I was upset that I had to join this union when I started at HRF (Human Rights First) because my salary was already kind of low and I didn’t want any more money to be taken out of my checks. I’ve grown to understand the importance of the union and I appreciate it (and especially the Reps) for all that is done to make sure everyone receives fair treatment. I get it now.” — **CWA Local 1180 Private Sector Human Rights First Member**



## UPCOMING EVENTS

For more information on these and all other meetings and events, go to [cwa1180.org](http://cwa1180.org) where you can always find complete listings, download fliers, and register.

**2024 CWA 1180 FAMILY & FRIENDS BBQ FUN DAY**  
SATURDAY AUG. 31  
HOLIDAY HILL - CHESHIRE, CONNECTICUT  
MORE INFORMATION COMING SOON!

**WOMEN'S COMMITTEE PINK WHITE AFFAIR FUNDRAISER**  
SATURDAY Aug. 24  
1:30 p.m. - 5 p.m.  
Lunch Provided  
Manny Cantor Center  
197 E. Broadway, Manhattan  
Price: \$25  
CLICK HERE TO REGISTER or Scan Code  
Registration DEADLINE Aug. 5

**HISPANIC COMMITTEE Hispanic Heritage CELEBRATION**  
Saturday OCT. 26 11 a.m.  
save the date  
More Information to Follow



# WOMEN

## LEADING the Labor Movement

Just as the labor movement is having a moment across the country with successful strikes, organizing campaigns, and unheard-of contract negotiations, so, too, is the women's movement in labor. For the first time in the history of organized labor, women are being elected to top roles like never before.

It's not just women, however; it's women of color.

Last year, the national Communications Workers of America elected two Black unionists to its helm, with the CWA Secretary-Treasurer Ameenah Salam being a Black woman.

That was followed more recently by SEIU electing a Black woman to take the presidential reins when delegates to the Service Employees International Union convention on May 21 elected former Secretary-Treasurer April Verrett. She succeeds retiring president Mary Kay Henry, the first woman to lead the union, who stepped down after 14 years. Verrett has the distinction of being the first Black president of SEIU in its 103-year history. Along with new Secretary-Treasurer Rocío Sáenz, SEIU will have two women of color in the top spots, a first for an international union in the United States.

Even the United Auto Workers, a union typically comprised of mostly men, has a Black woman in the number two spot with Margaret Mock as Secretary-Treasurer. She is the only woman and only Black officer, while there are two additional minority women out of nine total as regional directors.

In 2022, Yvette Trujillo was elected as Amalgamated Transit Union International Executive Vice President, the first woman and Latina to serve on the leadership team.

Of course, it would be remiss to talk about top female labor leaders without mentioning Sara Nelson, international president of the Association of Flight Attendants (AFA), and her international Vice President Keturah Johnson, the first Black Queer female and combat veteran, as well as Liz Shuler who leads the AFL-CIO.

Women rising in the labor ranks should come as no surprise actually, even in a sector historically dominated by white men.

The shift, in part, has been spurred on by an increase in the number of Black women and Latinas joining unions, and more women in general entering the workforce. While women's union membership rate remained largely static in 2023 at 9.5%, Black and Latina membership increased to 10.5% and 8.8% respectively, with Latinas having the largest increase in union membership among women.

Traditionally, women have taken a back seat to men in almost every sector nationwide, including the labor movement, but times are changing.

"We used to be happy to play second fiddle to men, or at least we just put up with it," said **Local 1180 President Gloria Middleton**, herself the first woman and woman of color to lead the 9,000-member union. "In the past, we weren't interested in taking on leadership roles. We didn't want to be in charge, or we were told we couldn't do it. We were afraid to assume roles that were labeled as men's jobs."

However, success begets success. Once women started to see other women successfully move their way up the proverbial corporate ladder, they gained more confidence to step up to the plate.

Growing union membership is especially important for women and takes on new meaning when women are in charge. For the first time in centuries, women's issues such as child and elder care benefits, job security, safe

workplaces, affordable health care, contraceptive equity, flex time, and protection from sexual harassment and violence at work are being taken into consideration as contracts come up for negotiation.

Additionally, pay parity — a topic near and dear to Local 1180's heart — is now being tackled by other female union leaders, too. New data has found that those represented by unions have higher wages compared to their non-union counterparts, a fact Middleton said has been common knowledge for some time. When backed by a union, women more often than not receive a larger salary increase, especially Latinas. According to recent data, among full-time Latina workers, union members typically make \$1,041 each week, compared to just \$776 weekly for non-union workers — 34% or almost \$14,000 a year.

"Labor activism is once again starting to rear its head after years of membership declines," Middleton said. "Women, and especially minority women, are realizing that they can do the job just as well, if not better, than their male counterparts. We have needs that have gone unmet throughout the years because we were either afraid to make our voices heard or men just couldn't relate to typical 'women's issues' like day care. Our concerns were not men's concerns so they weren't addressed."

Women have needed a reason to step up and pay inequity has been one of those driving forces.

As AFL-CIO's Shuler said in a recent interview, "the reality is the labor movement is the largest organization of working women in the country. We represent 6.5 million women — so we are a women's movement."

So, too, is the Coalition of Labor Union Women, the country's only national organization for union women. CLUW is a nonpartisan organization within the union movement with a primary purpose of uniting all union women to determine and seek remedies to common problems and concerns and to develop action programs within the framework of the labor movement to effectively promote women's objectives.

CLUW's four core objectives: empower women for greater participation at all levels in the labor movement; organize the unorganized; promote affirmative action, and social and economic justice in the workplace; and increase the participation of women in the political and legislative processes.

Many Local 1180 members are also members of CLUW, including **Second Vice President Teesha Foreman**, who said that the organization helps organize women to rally around and speak out on important topics, and bring this information back to their respective locals.

"As a woman of color in leadership and a member of CLUW, I appreciate the Coalition of Labor Union Women because America can be changed and it will be changed. Women, go join unions, run unions, because when we run, we all win. We are the change we need. It's up to the women!"

According to numerous reports, the pandemic actually created an opportunity for new movements in industries that weren't organized prior — movements also led by women. During the pandemic, the majority of essential workers were women. The majority of those who lost their jobs in the pandemic were women. The majority of those who faced unstable care situations for their children and their loved ones were women. And now the majority of those organizing their workplaces are women.

"There have been so many reasons for women to take charge and now we are," Foreman said. "As a gender, we can no longer afford to sit back and wait for others to dictate our lives."





## GLORIA MIDDLETON

### Teleworking is NOT a Paid Day Off

Working from home has been a topic of conversation since the pandemic. A vast majority of City workers shifted to a remote work plan to keep everyone apart while still keeping New York City operating.

However, we knew that when the City reopened, municipal employees would be expected to return to the office.

Once the pandemic was over and life started to return to normal, the question of allowing City workers to continue working from home remained. If we kept the City running effectively during one of the worst times in modern history, we should definitely be able to continue this post-pandemic.

Too often, telework and remote work get confused. While they are somewhat similar, there is a huge difference. Remote workers' official duty station is typically their homes where they work the entire week, while teleworkers' official duty

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**Let me pause for a minute and emphasize the word "pilot," meaning that this program is a trial agreement between the City and unions and can be canceled at any time.**

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station is their work agency, where they must report a set number of days each week.

One of the negotiated terms of our 2021-2027 Memorandum of Agreement includes a pilot telework program that allows eligible employees to work from home for UP to two days per week. Let me pause for a minute and emphasize the word "pilot," meaning that this program is a trial agreement between the City and unions and can be canceled at any time.

As with any pilot program, this is a short-term experiment to help the City evaluate its potential effectiveness. Under these current negotiations, the ability to telework is not permanent. The program runs until May 31, 2025, and has the option of being renewed based on effectiveness and worker participation.

While so many members asked for a remote work option rather than a telework plan, the latter at least allows those who are eligible the ability to work from home a couple days a week and provides the opportunity to cut down on travel time and commute expenses.

Not everyone is eligible to telework as some jobs do not allow for this type of arrangement and a few agencies are not participating in the program. Each individual agency decides whether to participate; the decision is NOT up to the union.

How our members and the City's overall workforce perform during this trial period is a strong determinant in evaluating the permanency of teleworking. The political landscape also may play a part in the program's future. While Mayor Adams gave the green light to this experiment, next year is a mayoral election year.

Keeping all this in mind, we want this program to work. I believe our members who are participating in the pilot telework program are extremely grateful for the ability to work from the convenience of their homes when they can. Not having to ride a subway or bus, drive a car and pay for gas and parking, and spend hours getting to and from work are life-changing.

However, a few agencies have approached the Union with concerns about our members and our subordinates who sometimes don't always do the right thing when it comes to teleworking. Citywide, both management and labor want this program to work as it's a benefit for all involved.

**That's why, I strongly encourage our members to comply with the rules and encourage your subordinates to do the same.**

While most of this information seems self-explanatory, it's worth reiterating as a means of making sure the pilot program continues.

- Report to the office on the days you must work in person
- On your designated telework days, be sure you are working from home and not a vacation spot, a coffee shop, or your car while running errands
- On the days you work from home, start your day at the designated time and work through until your designated stop time

- Be at your computer for the entire workday except for your lunch period
- Do not take breaks other than the ones you are entitled to take
- Keep an open line of communication with your boss/supervisor at all times
- If you experience any power or internet outages, report them immediately
- On telework days, work as if you are working in an office; work responsibly, effectively, and efficiently.

Doctor's appointments, personal days, and vacation time should be given in advance per your workplace policy. The days you are supposed to be in the office, remember that management is expecting you and only if a dire emergency happens, you should be at work.

We want this program to work, but it's up to you and your co-workers to make sure that happens. Every time you touch a key or not touch a key on your computer, you are being monitored. Don't be reckless enough to think that your productivity is not being watched by management. It is. The agencies know when you are working and when you are not. Let's not give them any ammunition to cancel the pilot program.

We make the City operate. Let's show that we can operate efficiently and effectively with a hybrid schedule as well as we did during the pandemic. We were second to none in insuring the City kept up with all its services during an inimitable time!

If you have any questions about teleworking, please contact your Shop Steward at your location or your Staff Rep at [staffrepservices@cwa1180.org](mailto:staffrepservices@cwa1180.org)

Most important of all, remember that a telework day is NOT a day off. Whether this plan succeeds or fails lies solely in the hands of the City's municipal workers, including Local 1180. I do not want Local 1180 members to be the reason for failure. Let's all work together to make sure this pilot program becomes a permanent program.





**Advancing Women** A Local 1180 contingent attended this year's Eleanor's Legacy spring luncheon on May 15 to hear from women with successful careers in politics, including NYS Attorney General Letitia James and Gretchen Whitmer, the 49th and current governor of Michigan. Eleanor's Legacy recruits, trains, and supports pro-choice Democratic women to run for state and local office throughout New York, and is named in honor of New York State's groundbreaking First Lady, Eleanor Roosevelt, whose work with the Women's Division of the NYS Democratic Committee brought women's issues to the forefront of the political conversation and galvanized a generation of women to organize and lobby. At top, from left: Members of the Local 1180 Women's Committee, **Dorothy "Regina" Bunche** (PPA — NYPD), **Member-at-Large Debra Busacco**, **Second Vice President Teesha Foreman**, **Membership Coordinator Deborah Valentin**, **Karen D. Smith** (PAA — DOF), **Member-at-Large Helen Jarrett**, **Carmen**



**Gonzalez** (Admin Manager — HPD), **Member-at-Large Carol Griffith**, and **Phoebe Arnold** (Admin Manager — HPD). At right, **Local 1180 President Gloria Middleton** with Michigan's Whitmer.



**Labor Notes Convention** **Local 1180 Members-at-Large Rosario Roman** and **Amica Benjamin** attended this year's Labor Notes Convention from April 19-21, where they met with other labor activists, rank-and-file members, and local union leaders who know the labor movement is worth fighting for. Labor Notes encourages connections between workers in different unions, worker centers, communities, industries, and countries to strengthen the movement — from the bottom up. This year's conference brought together the largest group to date and allowed participants to connect with one another, exchange ideas, share experiences from their respective labor communities, and take what they learned and apply to real-world labor. "This was my first Labor Notes conference, and I had a blast being amongst the troublemakers," Benjamin said.



**What an Honor** **President Gloria Middleton**, in her role as a CWA National Board member, heard from United States Deputy Secretary of Labor Julie Su when she was recently in Washington for the CWA National Political and Legislative Conference. Also pictured are members of the Executive Board with CWA President Claude Cummings, Secretary-Treasurer Ameenah Salaam, and District 1 Vice President Dennis Trainor.

**Stop the Shock Ed Yood**, Chair of the Local 1180 Committee on People with Disabilities, spoke at the June 20 Stop the Shock protest rally at the NYC Board of Education. "Aversive conditioning such as electrical stimulation devices to punish children and students at the Judge Rotenberg Center in Massachusetts for allegations of self-injurious or aggressive behavior is not only sexist and racist discrimination against people with disabilities, but violates the Eighth Amendment of the U.S. Constitution banning cruel and unusual punishment. Those who practice this torture at Rotenberg have already killed six children and their crimes have been condemned as torture by the United Nations," he said in his speech. Pictured above, Yood waits to address the crowd and listens to NYS Senator Jabari Brisport (SD 25, Brooklyn) and Cheryl McCollins, mother of Andre who was shocked 31 times in 2002 at a Massachusetts special needs school called Judge Rotenberg Center.







**Puerto Rican Pride** Local 1180 members marched in this year’s National Puerto Rican Day Parade on June 9. Dozens of members gathered on 48th Street between 5th and Madison avenues to show their support for labor and cultural pride. The Parade, now in its 67th year, is the largest demonstration of Puerto Rican heritage in the nation in honor of the more than 5 million Puerto Ricans residing in the United States. “We had an amazing time and a huge turnout,” said **Local 1180 Hispanic Committee Chair Rosario Roman**.

SCAN for more  
**Puerto Rican Day  
Parade**  
photos and video

**NAMI Walk** The National Alliance on Mental Illness, is the nation’s largest grassroots mental health organization dedicated to building better lives for millions of Americans affected by mental illness. Local 1180 gathered a team of mental health supporters for the May 19 NAMI Walks NYC that convened thousands of supporters, including individuals, families, companies, and community organizations. Pictured are: **Edward Yood** (Admin Manager — DSNY), **Member-at-Large Rosario Roman**, **Linnea Biggs** (PAA 3 — DPM), **Pamela Odle** (NYCHA Liaison — HPD), **Karen Smith** (PAA — DOF), **Retiree Hazel Worley**, **Dorothy “Regina” Bunche** (PPA — NYPD), **Otissa Dillard** (PAA — DSS), **Robin Elliot** (PAA — DOHMH), **Carol Jenkins** (PAA — DOC), **Members-at-Large Dennis Vargas** and **Deborah Busacco**, **Tamecka Murray** (PAA — DOC), **Arlene Hall-Waisburd** (CM — H+H), and **Member-at-Large Amica Benjamin**, who said, “We had a blast walking in support of this wonderful cause.” The group raised \$840 for NAMI, which uses the funds to provide no-cost resources, supports, and programs to those in need.



**The Queens Borough Community Coordinating Committee** heard from State Assembly Member Jessica Gonzalez-Rojas (AD 34) at a recent meeting. The Committee regularly invites public officials as guest speakers in order to let Local 1180 members get to hear directly from those who represent them at City Hall and in Albany.





## GERALD BROWN

Wealth, opportunity, and education debt often limit chances of obtaining success in school, careers, and other avenues of life. Earning a higher education by graduating from a credible college or university will help. That's why the National CWA has signed on with the AFL-CIO's Union Plus new college program for union members and their families.

The Union College Benefit Program is an online program offered at several established colleges where associate and bachelor's degrees can be obtained at reduced tuition rates, making education more affordable.

**Eligible Local 1180 members** may apply for the \$400 per semester Education Fund tuition reimbursement. This is good for up to three semesters per calendar year (spring, summer, fall).

The following are colleges and universities that are part of the program.

### **EMPIRE STATE UNIVERSITY** (State University of New York – SUNY)

#### **Degree Programs**

- Business Management and Economics
- Community and Human Services
- Education Studies
- Labor Studies
- (Plus many more degree offerings)

#### **Union Family Tuition Rate**

- \$250 per credit hour
- Prior learning assessment fee of \$700 is waived for Union families

#### **For More Information**

- 800.847.3000
- [unionplus@sunyempire.edu](mailto:unionplus@sunyempire.edu)

### **TRINE UNIVERSITY**

#### **Degree Programs**

- Business Administration
- Accounting
- Criminal Justice
- General Studies
- Industrial Engineering Technology
- Information Systems

#### **Union Family Tuition Rate**

- \$250 per credit hour
- No Application Fee

#### **For More Information**

- 888.897.9671
- [studentsuccess@edvance.online](mailto:studentsuccess@edvance.online)

### **CAMBRIDGE COLLEGE**

#### **Degree Programs**

- Accounting
- Business Administration
- Criminal Justice
- Health Care Administration
- Interdisciplinary Studies
- Psychology
- Digital Marketing
- Social Entrepreneurship
- Management and Quality System
- Improvement Management

#### **Union Family Tuition Rate**

- \$250 per credit hour
- No Application Fee

#### **For More Information**

- 888.897.9671
- [studentsuccess@edvance.online](mailto:studentsuccess@edvance.online)

### **WILLIAM WOODS UNIVERSITY**

#### **Degree Programs**

- Art
- Business
- Communications
- Cybersecurity
- Diversity
- Education
- English
- Human Resources
- Justice
- Leadership
- Political Legal Studies
- Psychology
- Social Studies

#### **Union Family Tuition Rate**

- \$162.50 per credit hour
- No application Fee

#### **For More Information**

- 888.897.9671
- [studentsuccess@edvance.online](mailto:studentsuccess@edvance.online)

### **HERZING UNIVERSITY**

#### **Degree Programs**

- Business Management
- Criminal Justice

#### **Union Family Tuition Rate**

- \$270 per credit hour
- No Application Fee

#### **For More Information**

- 888.897.9671
- [studentsuccess@edvance.online](mailto:studentsuccess@edvance.online)

### **CENTRAL STATE UNIVERSITY**

*(Historical Black College University based in Ohio)*

#### **Degree Programs**

- Business Management-Management Concentration
- Education Studies (Non Licensure)
- Intervention Specialist Education (Mild/Moderate – K12)
- Teacher Licensure Program Primary
- Primary PK-5 Education Teachers Licensure Program
- Criminal Justice
- Interdisciplinary Studies

#### **Union Family Tuition Rate**

- \$250 per credit hour

#### **For More Information**

- 877.301.3772
- [onlineadmissions@centralstate.edu](mailto:onlineadmissions@centralstate.edu)

### **SOUTHERN UNIVERSITY**

#### **Degree Programs**

- Humanitarian Compassion
- Business Administration
- Communications and Mass Media
- Criminal Justice
- Digital Media and Design
- Global Education
- Human Services
- Ministerial Leadership
- Organization Leadership
- Psychology
- Tourism and Hospitality Management
- RN & BSN

#### **Union Family Tuition Rate**

- \$250 per credit hour
- No Application Fee

#### **For More Information**

- 888.897.9671
- [studentsuccess@edvance.online](mailto:studentsuccess@edvance.online)

Visit the Union Plus website at [unionplus.org](http://unionplus.org) to learn about the additional 15-plus programs available for you and your family.



# BARGAINING UPDATES



**StoryCorps:** StoryCorps Fixed Term workers have won recognition and joined CWA 1180 alongside their union siblings in the StoryCorps permanent workers' union. We are preparing to bargain strong protections for fixed-term workers.

**Trevor Project:** Workers are participating in a 30-days-of-pride mobilization campaign, mobilizing for better working conditions for LGBTQ+ and BIPOC workers at the frontlines of crisis services and suicide prevention for LGBTQ youth.

**Books & Rattles:** Congratulations to new Shop Stewards **Jessica Elias** and **Jackie Valencia**.



**Tutor Associates:** CWA's Bargaining Committee has sent all of its proposals to the Tutor Associates' bargaining team and we are awaiting their reply. So far, scheduling has been one of the most challenging aspects for bargaining. Management hasn't presented a firm "no" to any of the union's proposals, which is a positive. We were hoping to wrap up negotiations and finish the contract as soon as possible.

**Amnesty International:** The unionized staff at Amnesty International has elected its Bargaining Committee that will be representing them in this year's contract renewal. The Bargaining Committee will be circulating a bargaining survey to the membership shortly to construct its list of demands and priorities. Bargaining committee members are **Amanda Armstrong**, **L Francisco**, **Jessward Docena**, and **Kat Grimm**.

**Audubon:** On May 8, CWA held a rally near the Women In Conservation event in conjunction with its release of a Pay Equity Report to uplift the pay disparities between men, women, and people of color after analyzing salary information from the National

Audubon's Society (see cover story on pages 4-5). The Women In Conservation organization seeks to partner with other organizations to empower women globally by helping them to start ecofriendly businesses. CWA sought to bring attention to this issue at the event as the report, to illustrate that the organization does not practice what it preaches, and hoped that Audubon's bargaining proposals would seek to remedy such disparities. Unfortunately, no such proposals were passed at the negotiating table.

CWA most recently requested an in-person longform bargaining session, which is common in wrapping up the last few items of a contract and was met with a refusal. The meeting, which Audubon initially said that it would agree to as long as certain conditions were met, refused despite CWA meeting those proposed accommodations. Audubon's bargaining chair claims to want to finish the contract as soon as possible, but has refused the meeting request and has opted not to engage with the Union's proposals. We hope that our Federal Mediation and Conciliation Service (FMSC) mediator can make some headway on getting us in a room together to finish up the contract.

National Domestic Workers Alliance staff wearing their 1180 shirts at a staff retreat in Virginia from June 3-6, 2024.



Have an **UPDATE** or **NEWS** from your Private Sector Shop?

Send information and photos to either

Staff Rep Chris Thomas  
[cthomas@cwa1180.org](mailto:cthomas@cwa1180.org)

OR

Staff Rep Tomas Laster  
[tlaster@cwa1180.org](mailto:tlaster@cwa1180.org)

# EXECUTIVE BOARD MEETING MINUTES

Feb. 1, 2024

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, Carole Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

**PRESIDENT'S REPORT**

President Middleton called the meeting to order at 6:08 p.m.

CWA Local 1180 Officers and Executive Board Members-At-Large, with the exception of Gregory Smith, were sworn into their elected positions by Leticia James, NYS Attorney General, at the activist appreciation celebration on Jan. 26, 2024. President Middleton officially swore in Gregory Smith on Feb. 1, 2024, to his elected position as an Executive Board Member-At-Large. All effective Jan. 1, 2024.

Minutes of the Dec. 12, 2023, meeting was presented. Motion was duly made by Amica Benjamin, seconded by Helen S. Jarrett, and carried to accept minutes with necessary corrections.

President Middleton announced that the mandatory Executive Board retreat will be held from April 5-7.

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

Dec. 13 — Chaired the weekly Communications and Local Staff meetings and attended the Citizen Action of New York's 40th Anniversary Gala, honoring CWA District 1.

Dec. 14 — Attended Democratic Delegate meeting and the AFL-CIO celebration at the Sheraton Hotel.

Dec. 15 — Attended the Healthcare Tripartite Meeting and the Metro Plus connectivity meeting

Dec. 19 — Met with Ellen Medwid to officially sign off as Treasurer of the MLC.

Dec. 20 — Chaired the weekly Communications and Local Staff meetings; attended Yusef Salaam's holiday celebration.

Dec. 21 — Participated in the Audubon Campaign Call.

Jan. 3 — Attended the NYCTA Contract negotiations meeting; later that afternoon chaired the weekly Communications and Local Staff meetings.

Jan. 4 — Participated in the weekly Audubon Campaign call; later that afternoon participated in the

Department of Correction remote work pilot discussion.

Jan. 6 — Participated in petition signing to have her name placed on the ballot for the Democratic National Convention representing New York Congressional District 13. She thanked Deborah Valentin and Helen S. Jarrett for organizing and coordinating the members. She also thanked Executive Board members who participated.

Jan. 8 — President Middleton, Gwen Richardson, and Secretary-Treasurer Robin Blair-Batte started conducting interviews for the Organizer position to replace Leslie Fine.

Jan. 9 — Continued conducting interviews for the Organizer position

Jan. 10 — Chaired the weekly Communications and Local Staff meetings; participated in the General Membership meeting prep; and participated in the MLC meeting.

Jan. 11 — Participated in a meeting with Alan Klinger; later that day, continued conducting interviews for the Organizer position.

Jan. 16 — Participated in the NYPD meeting regarding compressed time and 40-hour work week; later that day continued conducting interviews for the Organizer position.

Jan. 17 — Attended a special MLC Steering Committee Meeting regarding the UFT suing the City of New York against approving congestion pricing. Due to anticipated air quality concerns, they are requesting all unions support. President Middleton forwarded this request to CWA District 1. Chaired the weekly Communications and Staff meetings; later that evening she chaired the General Membership Meeting.

Jan. 18 — Participated in the Tripartite meeting; later that day, she participated in the Audubon Campaign call; attended the Governor's COS, Stacy Lynch meeting to discuss the SLU funding in addition to the Healthcare Reform Act.

Jan. 23 — Participated in a virtual meeting with DOC regarding remote work pilot program; she also participated in the interview with Amica Benjamin for the position of Secretary-Treasurer Robin Blair-Batte Executive Associate/HR Manager.

Jan. 24 — Attended Mayor Adams 2024 State of the City Address at Hostos College.

Jan. 25 — Attended the Ladies of Labor 10-Year Anniversary event. She was on a panel discussing what women of labor should be doing. NYS Attorney General Letitia James was also in attendance.

Jan. 26 — Participated in a conversation with Congressman Tom Suozzi and CWA District 1 labor leaders; later that evening she attend the Swearing-In Ceremony for the incoming Executive Board/Annual Activist Appreciation.

Jan. 29 — Continued conducting interviews for the Organizer position.

Jan. 30 — Chaired the Quarterly Trustees meeting.

Jan. 31 — Chaired the weekly Communications and Staff meetings.

Feb. 1 — Participated in a discussion with Allstate; later that evening she chaired the Executive Board meeting.

President Middleton distributed and discussed the status reports dated Jan. 1, 2024, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180.

President Middleton distributed and discussed status report for December 2023 and January 2024 from Tricomm Creative.

President Middleton announced with heartfelt sympathy, the passing of Gwen Richardson's oldest son. The entire Executive Board extends their deepest condolences.

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

**FIRST VICE PRESIDENT'S REPORT**

**Endorsements**

Based on Executive Board discussion, a motion was made, seconded, carried to endorse Joe Biden for President and Kamala Harris for Vice President of the United States in the November general election. All in favor.

Motion was made by First Vice President Brown to endorse Local 1180 President Gloria Middleton as a Delegate to the Democratic National Convention, on Primary Day, April 23, 2024. Seconded by Amica Benjamin. Motion was duly made and 2nd to endorse Gloria Middleton as a Delegate to the Democratic National Convention. All in favor.

**Special Election**

Brown reported that there will be a special election on Feb. 13, 2024, for New York's 3rd Congressional District previously held by George Santos. Early voting will start on Feb. 3, 2024. CWA Local 1180 has endorsed Tom Suozzi for the seat. Information is being emailed to all active and retired members in that district. In-person phone banking will take place at the local office. There will be labor walks held on two consecutive Saturdays to drop of leaflets in the district. There will also be a special election held in the Bronx to replace Latoya Joyner (Dem). Landon Dais is running for her seat.

**Legislative/Political**

Brown reported that Rosario Roman, Member-at-Large Helen S. Jarrett and Elaine Blair, chair of the Queens BCCC, attended CWA District 1 Legislative training. They are now tasked with training other 1180 members at the

borough committee meetings on the issues.

Staff and Executive Board members are encouraged to join and increase their PAF contributions.

Brown announced that he is the Local 1180 coordinator for the CUNY School of Labor and Urban Studies. This is the first week of the new semester. In addition, he has been participating in several private sector bargaining sessions.

Additionally, he attended the following meetings during the month: Staff meetings, Trustee meetings, Executive Board meetings, and general membership meeting.

With no further business, a motion was duly made by Debra Paylor, seconded by Helen S. Jarrett, 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 Reps December 2023 Activity Report.

Agency Walk-throughs . . . . .	1
Appointments . . . . .	3
Arbitration . . . . .	1
Conference Calls . . . . .	6
Counseling/Warning Sessions . . . . .	2
EEO Investigation/Interview . . . . .	1
Emails . . . . .	1,128
Health & Safety Meetings . . . . .	2
Hearing Preparation . . . . .	3
Hearings . . . . .	5
Labor Management Meetings . . . . .	3
New Member Orientation . . . . .	1
OATH . . . . .	1
Off-site Member Meeting . . . . .	3
Phone Calls . . . . .	448
Site Meetings . . . . .	14
Supervisory Conferences . . . . .	2
Walk-ins . . . . .	2

**Site Meetings**

- Bronx District Attorney's Office (12/6/23)  
198 E 161 St., Bronx
- Department of Education — CSE #6 (12/7/23)  
5619 Flatlands Ave., Brooklyn
- Department of Education — Early Childhood Development (16/6/23)  
Virtual
- Department of Homeless Services (12/8/23)  
101-07 Farragut Road, Brooklyn
- DOHMH Site Meeting (12/19/23)  
1309 Fulton St., Bronx
- H+H Henry J Carter Hospital (12/21/23)  
1752 Park Ave., Manhattan
- H+H Woodhull Hospital (12/18/23)  
760 Broadway, Brooklyn
- HRA — Constituent Services (12/11/23)  
2500 Halsey St., Bronx
- HRA — InfoLine (12/5/23)  
92-31 Union Hall St., Jamaica
- HRA — MAP (12/1/23)  
215 Bay St., Staten Island



HRA — SNAP (12/1/23)  
2322 3rd Ave., Manhattan

NYPD (12/15/23)  
1 Police Plaza, Manhattan

OCME (12/28/23)  
421 E 26th St., Manhattan

SCA — Civil Service Exam Overview  
(12/8/23)  
Virtual

Foreman reported that she attended the AFL-CIO Martin Luther King celebration and the CWA District 1 New Officer's training.

Foreman announced that the Human Rights Conference will be in August 2024. She also announced that there will be a Shop Steward Conference later in 2024. She expressed to the Members-at-Large, that as Shop Stewards, they play an active role in educating the membership on how to become more involved in the union. Lastly, she announced that starting this month, the Staff Representatives will be conducting monthly virtual Shop Steward meetings. She reiterated that we all must work as a team.

Foreman announced that there was a payroll error made and members received an additional bonus within different agencies. She advised all members that if they received a bonus from DC 37, they must return the bonus received from CWA 1180.

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

#### SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for December 2023. She advised that the T.D. checking account has a balance of \$564,500.84 as of C.O.B Jan. 31, 2024.

Blair-Batte reported that we currently have 96% of memberships cards on file.

She reported the following member activity for December 2023

New Member Enrollments	12
Active Deceased	0
New Retirements	25
Retirees Deceased	8
Total Active Members	8,471
Total Retired Members	6,882

Blair-Batte presented the proposed budget for 2023 to 2024. After discussion, motion was made by Helen S. Jarrett and seconded by Debra Paylor to approve the proposed budget as presented for Fiscal Year 2023-2024. All in favor.

Motion was made by Teesha Foreman that expenditures under \$10,000 can be approved by President Gloria Middleton and Secretary-Treasurer Robin Blair-Batte without the Executive Board's

approval. Expenditures over \$10,000 must be brought before the Executive Board for approval. Seconded by Amica Benjamin, motion approved. All in favor.

Motion was made by Secretary-Treasurer Blair-Batte to increase the Managerial Staff salaries by 3% effective Jan. 1, 2024. Seconded by Dennis Vargas. All in favor.

Blair-Batte announced that Amica Benjamin has been selected as her Executive Associate/HR Manager position at 1180. Her tentative start date will be Feb. 12, 2024.

Blair-Batte announced that Pamela Odle is the new Co-Chair for the Queens BCCC. She will be elected in the position in March. Lastly, she announced that the next General Membership Meeting will be held virtually on Feb. 22 and in-person on March 20, 2024, in Rochdale Village, Queens.

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

#### RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor attended the following meetings/trainings/webinars/events: 12/13 — Citizen Action event; 1/6 — Petition signing to place President Middleton on the ballot to attend the Democratic National Convention; 1/8 — Manhattan BCCC meeting prep; 1/9 — Gov. Hochul's State of the State address and the Women's Committee meeting; 1/10 — Staten Island BCCC; 1/11 — Hispanic Committee meeting; 1/16 — Civil Rights & Equity/Community Service Committee; 1/17 — General Membership Meeting; 1/21-25 — required New Officer's Training held in Syracuse, NY; 1/30 — CWA 1180 Trustees meeting.

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

#### MEMBERS-AT-LARGE REPORTS

**Amica Benjamin** attended the following meetings/trainings/webinars/events: 1/3 — People on Disabilities Committee meeting; 1/6 — Securing petition signatures; 1/9 — Women's Committee meeting and the CLUW meeting; 1/10 — SI BCCC meeting; 1/11 — Hispanic Committee meeting; 1/16 — Women's Committee lunchtime meeting in addition and the Civil Rights & Equity/Civil Service Committee meeting; 1/17 — General Membership meeting; 1/19 — Women's Committee lunchtime meeting and the QBCCC; 1/20 — CBTU meeting; 1/23 — Women's Committee lunchtime meeting; 1/26 — Activist Celebration/Swearing In of the Executive Board; and 1/29 — PHERN call.

A motion was duly made by Robin Blair-Batte, seconded by Debra Paylor, and carried to accept Amica Benjamin's report.

**Debra Busacco** is actively conducting shop steward meetings at her location; as the Chair of the Women's committee, she has also been conducting weekly lunch-time meeting preparing for the upcoming Women's Committee presentation at the General Membership Meeting on March 20 and the Red Velvet Luncheon on March 23. She will reach out to Bronx District Attorney Darcel Clarke and send her an invitation letter requesting her to be the guest speaker at the General Membership meeting. The next Women's Committee is scheduled for Feb. 13. Debra Busacco will coordinate with Secretary-Treasurer Blair-Batte to discuss the budget for all scheduled events.

Department of Homeless Services has been selected as the agency to receive the items that were donated by CWA Local 1180 members. She would like to thank the members for their kind, heartfelt donations. DHS has arranged to pick up the items on Feb. 8.

A motion was duly made by Robin Blair-Batte, seconded by Carol Griffith, and carried to accept Debra Busacco's report.

**Carol Griffith** reported several 1180 members from NYPD received a signing bonus from both DC 37 and 1180. She advised them not to spend the money as the second bonus paid will have to be returned. According to the MOA, all employees are eligible for only one bonus.

She also expressed interest in re-establishing the 1180 Caribbean Heritage Committee. The Executive Board agrees and will support.

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

**Helen S. Jarrett** attended the following meetings/trainings/webinars/events: 12/13 — Citizen's Action 40th Anniversary; 12/14 — 1180's Holiday Party & AFL-CIO Holiday Event; December Executive Board; 12/18 — The Health Work Force Crisis Hearing & Rally; 1/5 — Labor Lunch with Senator Liz Kreuger; 1/9 — Women's Committee; 1/11 — Hispanic Committee; 1/17 — January's (Virtual) General Membership Meeting; 1/18 — Executive Board Event; 1/19 — Queens BCCC; 1/26 — Activist Social & 1180 Executive Board Swearing-In Ceremony; 1/27 — Door Knocking for Tom Suozzi; 1/29 — Legislative Political Action Team Training; and 1/30 — Lobbying Legislators in Albany.

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

**Rosario Roman** attended the following meetings/trainings/webinars/events: 1/3/24 — Committee on People with Disabilities; 1/10/24 — Chaired the SIBCCC Meeting; 1/11/24 — Chaired the

Hispanic Committee Meeting; 1/16/24 — Civil Rights & Equity Meeting; 1/17/24 — General Membership Meeting; 1/19/24 — Women's Committee Meeting; 1/29-30/24 — Lobbied in Albany.

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

**Gregory Smith** attended the following meetings/trainings/webinars/events: 1/23 — Highlighted meetings held with Department of Correction regarding the telework plan. Discussions were held with DOC to offer compressed time to 1180 members who are deemed ineligible to telework; later that evening, he chaired the Men's Committee meeting. He announced that the committee membership is growing; 1/25 — Highlighted preliminary talks held at the School Construction Authority to discuss negotiations. SCA is not a part of our mayoral agencies; therefore, their negotiations will be structured by our contract. Greg stated that this is an on-going process; 1/26 — Conducted an emergency meeting with members in the Administrative JOS title in HRA regarding their teleworking plan.

A motion was duly made, by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept Gregory Smith's report.

Next meeting will be in person on Feb. 29, 2024.

Motion was duly made, seconded, and carried to adjourn at 8:17 p.m.

Respectfully submitted,

Debra Paylor

Recording Secretary

**Feb. 29, 2024**

Executive Board Members in Attendance:

#### Officers

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

Excused: Teesha Foreman, Second Vice President

#### Members-At-Large

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

#### PRESIDENT'S REPORT

President Middleton called the meeting to order at 6:15 p.m.

Minutes of the Feb. 1, 2024, meeting were presented. Motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept minutes with necessary corrections.



# EXECUTIVE BOARD MEETING MINUTES

President Middleton announced that the mandatory Executive Board retreat will be held from April 5-7.

President Middleton reminded all Executive Board members that they are expected to contribute to the National CWA Political Action Fund. We are not allowed to use dues for National Candidates.

President Middleton announced that Equal Pay Day rally on the steps of City Hall will be held on Tuesday, March 12 at 10 a.m. She would like everyone who is available to attend wearing red. T-shirts will be distributed to dues-paying members in attendance.

She discussed NYPD's Memorandum of Understanding that has been approved by the members for compressed time for Communications Department Principals assigned to work in the 911 area. They will be working a 40-hour work week and paid for a 40-hour week, working three to four days per week.

Middleton discussed the lists provided to CWA 1180 from DHS, NYPD, Probation, and HRA agencies with employees who they deemed eligible to work remotely. The lists are being reviewed by the Staff Representatives.

She discussed the bill that has been introduced by Council Member Amanda Farias calling on the Commissioner of the Department of Citywide Administrative Services to implement the band scoring method for establishing eligible lists for competitive civil service titles.

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

Feb. 2 — Participated in a Tier 6 Strategy meeting; participated in H+H leadership call with Jonathan Wangel; met with NYC Council Speaker Adrienne Adams.

Feb. 5-7 — Attended the New York State Public Employees Conference held in Albany, New York.

Feb. 8 — Participated in a meeting to review HRA's and DSS's de-escalation policy between police and security guards.

Feb. 13 — Participated in a NYCHA meeting and a meeting with Winston Benefits regarding a new carrier.

Feb. 14 — Chaired the weekly Communications and Local Staff meetings and participated in the General Membership Meeting prep.

Feb. 15-21 — Attended the National Labor Management Conference.

Feb. 21 — Chaired the weekly Communications and Local Staff meetings and participated in the Executive Diversity and Equity Committee meeting.

Feb. 22 — Chaired the General Membership meeting.

Feb. 23 — Held a conference call with Danielle Brogan from NYCTA regarding wages and bonuses for members.

Feb. 26 — Participated in the CWA 1180 Mobilizer meeting.

Feb. 27 — Participated in the MLC Steering Committee meeting regarding the acquisition on health care and then participated in the NYPD discussion regarding remote work.

Feb. 28 — Participated in the MLC General Membership meeting, and chaired the weekly Communications and Local staff meetings.

Feb. 29 — Attended the CLC Executive Board meeting. United States Department of Labor Secretary Julie Su attended the meeting and discussed President Biden's agenda and how he has been promoting labor; later that afternoon, she participated in Gov. Hochul's Tier 6 meeting; lastly, she chaired the monthly Executive Board Meeting.

President Middleton discussed our Private Sector Bargaining Units. Private Sector Staff Reps Christopher Thomas and Tomas Laster are requesting the Executive Board to approve appointing Acting Stewards until the bargaining units receive their first contract.

Motion was made by Gerald Brown to allow our Private Sector Bargaining Units that do not have their first contract to appoint acting Stewards until a permanent Steward can be elected. Seconded by Helen S. Jarrett. All in favor. Motion carried.

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

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

## FIRST VICE PRESIDENT'S REPORT

### Congestion Pricing

First Vice President Gerald Brown stated that although there have been many objections, congestion pricing is moving forward. Hearings are ongoing. There are numerous lawsuits that have been filed. The MLC is not in favor of congestion pricing. More information to follow.

### Legislative/Political

Brown reported that President Biden's son Hunter is under attack. This tactic is being used to get back at his father. More information to follow.

Tom Suozzi was sworn in to represent New York's 3rd Congressional District in Long Island.

CWA 1180 is continuing to lobby for three budget items and three legislative items that will be concluded when the budget is passed on April 1, 2024. He stated that meetings should be held locally at district meetings in addition to Albany.

President Middleton is on the ballot for delegate to the Democratic Convention as a NYS State Delegate for the 13th Congressional District in Harlem. The primary will be held Tuesday, April 2, 2024. Early voting will start March 23, 2024.

## Private Sector Bargaining

Brown reported that bargaining has been ongoing more than two years for some of our private sector locals.

Additionally, he attended the following meetings during the month: Staff meetings, Trustee meetings, and Executive Board meeting. He also attended the Public Employees Conference and then attended Speaker of the Assembly Carl Heastie's fundraising event.

With no further business, a motion was duly made by Debra Paylor, 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 was excused from this meeting. She submitted the Staff Reps Activity Report for January 2024.

Agency Walk-throughs	2
Appointments	1
Conference Calls	5
Counseling/Warning Sessions	2
EEO Investigation/Interview	2
Emails	1,808
G.O.15 (NYPD)	1
Health & Safety Meetings	3
Hearing Preparation	7
Hearings	5
Hiring Pools	1
Investigative Hearings/Meetings	4
Labor Management Meetings	8
OATH	1
Off-site Member Meeting	3
Phone Calls	424
Shop Steward Mentorship	1
Shop Steward Training	4
Site Meetings	14
SNEO H+H New Member Orientation	1
Supervisory Conferences	6
Walk-ins	1

## Site Meetings

Comptroller (1/29/24)	1 Centre St., Manhattan
Department of Education — CSE #4 (1/23/24)	82-01 Rockaway Blvd. & 28-11 Queens Plaza North, Queens
DSS/HRS (1/11/24)	150 Greenwich St., Manhattan
FDNY (1/8/24)	9 MetroTech, Brooklyn
H+H Jacobi Medical Center (1/26/24)	1400 Pelham Pkwy., Bronx
H+H North Central Bronx (1/23/24)	451 Clarkson Ave., Brooklyn
H+H North Central Bronx (1/23/24)	3424 Kossuth Ave., Bronx

H+H Lincoln Hospital (1/22/24)  
234 E. 139th St., Bronx

HRA Admin. JOS Virtual (1/26/24)  
109 E. 16th St., Manhattan

HRA SNAP #79 (1/22/24)  
219 Beach 59th St., Queens

HRA SNAP TIPS #24 (1/11/24)  
505 Clermont Ave., Brooklyn

OATH (1/25/24)  
31-00 47th Ave., Long Island City

Queens District Attorney (1/25/24)  
125-01 Queens Blvd., Queens

SCA Virtual (1/19/25)  
30-30 Thompson Ave., Long Island City

## SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for January 2024. She advised that the T.D. checking account has a balance of \$521,385.70 as of C.O.B Feb. 28, 2024.

Blair-Batte reported that we currently have 99.3% of memberships cards on file.

She reported the following member activity for January 2024:

New Member Enrollments	14
Active Deceased	2
New Retirements	27
Retirees Deceased	15
Total Active Members	8,454
Total Retired Members	6,869

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

## RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she has attended and/or participated in the following meetings/webinars: 2/8 — Hispanic Committee; 2/9 — CLUW Meeting; 2/12 — Brooklyn Borough Committee Meeting; 2/12 — Women's Committee Meeting; 2/14 — General Membership meeting prep; 2/20 — Civil Rights and Equity Committee; 2/22 — General Membership Meeting; 2/24 — CBTU Black History Month Celebration; 2/26 — PHERN meeting; 2/27 — Human Trafficking Webinar; 2/29 — Executive Board Meeting

## MEMBERS-AT-LARGE REPORTS

Amica Benjamin attended the following: 2/1 — Executive Board Meeting; 2/6 — Bronx BCCC; 2/7 — Committee on People with Disabilities; 2/8 — Hispanic Committee Meeting; 2/12 — Brooklyn BCCC; 2/13 — Women's Committee Meeting; 2/16 — Queens BCCC; 2/22 — General Membership Meeting (Virtual); 2/26 — PHERN Call; 2/27 — Women's Committee Lunchtime Meeting and Human Rights Trafficking Townhall.

A motion was duly made by Robin Blair-Batte, seconded by Debra Paylor, and carried to accept Amica Benjamin's report.



**Debra Busacco** reported that she has been conducting weekly meetings with the Women's Committee to finalize the Red Velvet Luncheon and the Women's History Month presentation at the General Membership meeting. There are still a few logistics being worked on. Debra conducted Shop Steward meetings and attended various committee meetings. 2/8 — Donations for the winter gear were picked up from the local.

A motion was duly made by Robin Blair-Batte, seconded by Carol Griffith, and carried to accept Debra Busacco's report.

**Ranston Foster** discussed the rally at Brooklyn's SUNY Downstate University Hospital. Helen S. Jarrett mobilized CWA members who attended the rally.

A motion was duly made by Rosario Roman and seconded by Amica Benjamin to accept Ranston Foster's report.

**Helen S. Jarrett** attended the following meetings/trainings/webinars/events: 2/1 — Executive Board; 2/3 — Lit Dropping for Congressional Candidate Tom Suozzi at Bayside Headquarters; 2/7 — Public Speaking with Laurie Kellogg & 1180 Phone Banking for Tom Suozzi; 2/8 — Hispanic Committee; 2/12 — BCCC; 2/15 — Black Girl Magic Event at City Hall; 2/16 — Queens BCCC; 2/17-18 — 2024 Black, Puerto Rican, Hispanic & Asian Caucus; Governor's Reception Brunch; 2/21 — 1180 Political Action Fund Raffle; 2/22 — General Membership (virtual); 2/26 — Monthly PHERN Call; 2/27 — CWA National Sex Trafficking Townhall; 2/28 — Legislating in Albany; 2/29 — SUNY Downstate Rally & Executive Board Meeting. Helen stated that she has PAF cards available and she is requesting the Executive Board's approval to attend the CBTU Convention held in Houston, Texas, from May 21-26. All in favor.

A motion was duly made by Robin Blair-Batte, seconded by Carol Griffith and carried to accept Helen S. Jarrett's report.

**George Johnson** reported that he has been conducting site meetings and they have elected an additional Shop Steward at his facility in HRA.

A motion was duly made by Rosario Roman and seconded by Amica Benjamin to accept George Johnson's report.

**Rosario Roman** attended the following meetings/trainings/webinars/events: Civil Rights & Equity Committee, Executive Board, Hispanic Committee, General Membership, People with Disabilities Committee and Women's Committee. Went to Lobby Day as a representative of 1180. She chaired the monthly Hispanic Committee. They are actively organizing the National Puerto Rican Day Parade, which will be held on Sunday, June 9.

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

**Gregory Smith** discussed feedback from HRA members regarding the telework process. We have received the roster of members who have been deemed eligible.

He discussed the walkthrough that was conducted at the School Construction Authority's new locations. Everything was in order. Employees should be all moved in by the end of April.

Smith discussed the walkthrough that was conducted at 93 Evergreen along with the Shop Steward. This practice will empower the Shop Stewards to conduct walkthroughs on a regular basis.

A motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept Gregory Smith's report.

**Dennis Vargas** reported that he attended committee meetings during the month. The Men's Committee membership is consistently increasing. There was a discussion on possible guest speakers for the Men's Committee meetings. The Men's Committee will be hosting relatable workshops such as financial advising, entrepreneurship, retirement, conflict resolution, and effective communication in the near future.

A motion was duly made by Debra Paylor, seconded by Amica Benjamin, and carried to accept Dennis Vargas' report.

Next meeting will be virtual on March 28, 2024.

Motion was duly made, seconded, and carried to adjourn at 8:03 p.m.

Respectfully submitted,  
Debra Paylor, Recording Secretary

## March 28, 2024

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, Carole Griffith, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### PRESIDENT'S REPORT

President Middleton called the meeting to order at 6:15 p.m.

Minutes of the Feb. 29, 2024, meeting were presented. Motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept minutes with necessary corrections.

President Middleton announced that the mandatory Executive Board retreat will be held from April 5-7.

President Middleton thanked the members, staff, and Executive Board who attended the Equal Pay Day Rally on the steps of City Hall on Tuesday, March 12. It was a great day. All invited politicians showed up. It was a tremendous success.

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

March 4 — President Middleton and other union representatives attended a meeting at Gracie Mansion for Mayor Adams' open forum. She discussed the concerns regarding negotiations for the health care plan for actives and funding for the CUNY School of Labor and Urban studies. Later that evening, she attended a fundraising winter reception to support NYS Attorney General Letitia James.

March 6 — Chaired the public sector Staff Representative meeting; participated in a meeting with the NYCTA regarding a program for our members in Administrative titles to get promoted. She received the waiver for hourly workers at the NYCTA. We are waiting for the economic information to be clarified.

March 7 — Participated in a labor management meeting with HRA regarding their teleworking policy, which has been approved by CWA 1180. Eligible employees will be notified. Teleworking Program is scheduled to be on May 6, 2024; later that day, she chaired the CWA 1180 Trustees meeting.

March 8 — Met with Albert Van-Lare regarding his assistance with handling our OATH cases: this will be temporary until the end of March.

March 11 — Participated in the weekly Tripartite meeting regarding the negotiated acquisition on health care for the actives. The Medicare Advantage program is still in court; no decision has been made.

March 12 — Participated in our Equal Pay Day Rally on the steps of City Hall

March 13 — Chaired the weekly Communications and local Staff meetings

March 14 — Chaired the General Membership Prep meeting.

March 16 — President Middleton was the keynote speaker at the United Federation of Teachers HerStory program in Brooklyn.

March 19 — Participated in the weekly Tripartite meeting.

March 20 — Chaired the weekly Communications and Local Staff meetings; participated in the CWA National Executive Board meeting; and chaired the General Membership meeting

March 22 — Attended the SLU Advisory Board meeting requesting funding for the Museum

March 23 — Attended the Red Velvet Sneaker luncheon hosted by the CWA 1180 Women's committee.

March 25 — President Middleton was a panelist for the CLC Women's History month breakfast roundtable. She discussed the need to get more women involved and the obstacles women face as leadership in the labor movement. She continues to conduct preparation meetings for the upcoming Executive Board retreat.

March 26 — Attended the Women eNews Gala that honored Eleanor's Legacy.

March 27 — Chaired the weekly Communications and Local Staff meetings.

March 28 — Participated in the Chris Shelton Retirement Party steering committee meeting; continues prep meetings for Executive Board retreat; lastly that evening, she chaired the Executive Board meeting.

President Middleton distributed and discussed status report for March 2024 from Tricomm Creative.

President Middleton distributed and discussed the Mirkin & Gordon status report for March 2024.

A motion was duly made by Amica Benjamin, and seconded by Teesha Foreman. Motion carried to accept the President's Report.

### FIRST VICE PRESIDENT'S REPORT

#### Legislative/Political

First Vice President Gerald Brown reported that early voting for the NY Democratic Presidential Primary has started. Election day is Tuesday, April 2, 2024. Individuals residing in New York's Congressional District 13 in Harlem can vote for President Gloria Middleton as a delegate to the National Democratic Convention.

Brown reported that the NYS Budget will be due on April 1; however, they have extended the due date to April 4.

Brown reported that Gov. Hochul is actively trying to amend and make a major improvement to Tier 6. More information to follow.

Additionally, he attended the following meetings during the month: Staff meetings, Trustee meetings, General Membership meeting, and Executive Board meeting.

With no further business, a motion was duly made by Debra Paylor, seconded by Debra Busacco, 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 Reps Activity Report for February 2024.

Agency Walk-throughs . . . . .	5
Appointments . . . . .	1
Arbitration . . . . .	1
Conference Calls . . . . .	7
Counseling/Warning Sessions . . . . .	5
EEO Investigation/Interview . . . . .	3
Emails . . . . .	1,896
G.O.15 (NYPD) . . . . .	1



# EXECUTIVE BOARD MEETING MINUTES

Health & Safety Meetings . . . . .	1
Hearing Preparation . . . . .	4
Hearings . . . . .	5
Hiring Pools. . . . .	2
Investigative Hearings/Meetings .10	
Labor Management Meetings . . . . .	15
New Member Orientation . . . . .	5
Off-site Member Meeting . . . . .	5
Phone Calls . . . . .	574
Shop Stewards Meeting . . . . .	4
Site Meetings . . . . .	14
SNEO H+H Member Orientation. .2	
Supervisory Conferences. . . . .	5
Walk-ins . . . . .	2

## Site Meetings

Department of Buildings (2/20/24)  
280 Broadway, Manhattan

Department of Environmental Protection (2/16/24)  
250 Livingston St., Brooklyn

Department of Environmental Protection (2/23/24)  
55 W 125th St., Manhattan

DOC (2/5/24)  
75-20 Astoria Blvd., East Elmhurst

DOHMH (2/27/24)  
22 Cortlandt St., Manhattan

H+H Henry J. Carter (2/27/24)  
1752 Park Ave., Manhattan

H+H South Brooklyn Health (2/22/24)  
2601 Ocean Pkwy., Brooklyn

H+H Queens Hospital (2/23/24)  
82-68 164th St., Queens

Housing Preservation & Development (2/29/24)  
100 Gold St., Manhattan

HRA Admin. JOS Meeting — FIA (V) (2/15/24)  
32-20 Northern Blvd., Long Island City

HRA/Fair Hearing (2/12/24)  
250 Livingston St., Manhattan

NYPD (2/9/24)  
350 Marconi St., Bronx

OATH (2/12/24)  
9 Bond St., Brooklyn

Parks (2/27/24)  
117-02 Roosevelt Ave., Queens

2nd Vice President Foreman reported on the following:

### Upcoming Conferences

Second Vice President Teesha Foreman reported that the CWA Human Rights Conference will be held in August 2024; Shop Steward Conference will be held in October 2024, and the CWA District 1 Conference will be held in November 2024.

### H+H Pay Out Dates — Update

Second Vice President Foreman reported that payout dates have been completed for H+H, with the exception of payments of additions to gross, payout dates tentatively scheduled for April 26, May 10, and May 24 paychecks. H+H employees who have not received their retro increase due to personnel actions; the tentative payout date is scheduled

for the April 12 paycheck. She stated that updates will be provided on the website.

### H+H Assistant Directors

Second Vice President Foreman announced she has requested a Labor-Management Meeting to discuss concerns such as title code changes, additions to gross, telework plan, Metro-Plus, and addressing outstanding grievances.

### H+H Health Fairs

Second Vice President Foreman reported that the Local's staff representatives will be participating in upcoming H+H health fairs this fall. They will be sharing union information and updates to the members.

### CWA National Human Rights Committee

Second Vice President Foreman announced that the National Human Rights Committee has a social media page. She will share this information with the Executive Board, Women's and the Civil Rights & Equity Committees. We are asking members to join and follow them on Facebook and Instagram: CWA National Human Rights.

### DEP

Safety Issues at facilities. Walk throughs were conducted. Updates will follow.

### SCA

Joined Staff Representative Gregory Smith at a meet-and-greet.

### HRA Recoupment

All employees are reminded that if they received the \$3,000 contract signing bonus while being a member of DC 37 and then again when they became a member of CWA Local 1180, they MUST return the second bonus paid out. HRA has started recouping this money.

With no further business, a motion was duly made by Amica Benjamin, 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 February 2024. She advised that the T.D. checking account has a balance of \$469,840.06 as of C.O.B March 28, 2024.

Secretary-Treasurer Robin Blair-Batte reported that we currently have 99.4% of memberships cards on file.

Secretary-Treasurer Blair-Batte reported the following member activity for February 2024.

New Member Enrollments . . . . .	9
Active Deceased . . . . .	1
New Retirements . . . . .	27
Retirees Deceased . . . . .	14
Total Active Members . . . . .	8,456
Total Retired Members . . . . .	6,881

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

### RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she has attended and/or participated in the following: 3/1 — Shop Steward Lunchtime Meeting; 3/7 — Trustee's Meeting and Manhattan BCCC Meeting; 3/11 — Brooklyn BCCC Meeting and CLUW Meeting; 3/12 — Equal Pay Day Rally; 3/13 — Staten Island BCCC Meeting; 3/14 — General Membership Prep Meeting; 3/14 — Hispanic Committee Meeting; 3/16 — HerStory Program at UFT; 3/19 — Women's Committee meeting; 3/20 — General Membership meeting; 3/21 — NYC CLC Delegates Meeting; 3/23 — Red Velvet Sneaker Luncheon; 3/28 — Executive Board Meeting.

With no further business, a motion was duly made by George Johnson, seconded by Amica Benjamin, and carried to accept the Recording Secretary's Report.

### MEMBERS-AT-LARGE REPORTS

Amica Benjamin attended the following: 2/29 — Executive Board Meeting; 3/5 — Women's Committee Lunchtime Meeting; 3/5 — Bronx BCCC; 3/6 — Committee on People with Disabilities; 3/7 — CLU NYC Chapter Meeting, 3/7-11 — Somos Conference; 3/9: Legislative Workshop - Our Bronx Plan/Bronx; 3/11 — Bklyn BCCC and CLUW Nominations Meeting; 3/12 — Women's Committee Meeting; 3/13 — Staten Island BCCC; 3/14 — Hispanic Committee Meeting and CWA National Women's Committee Town Hall Meeting; 3/15 — Queens BCCC; 3/16 — UFT HerStory; 3/19 — Civil Rights & Equity Community Service Meeting; 3/20 — General Membership Meeting; 3/21 — Legislative Workshop; 3/23 — Women's Committee Red Velvet Sneaker Luncheon; 3/25 — Union Plus Benefits Webinar; 3/28 — Executive Board Meeting.

Amica announced that she has officially started her position as HR Manager/ Executive Associate at the Local. She also reported that she is the Team Captain representing CWA Local 1180 for the NAMI walk on Sunday, May 19, at the South Street Seaport. Flier with all information will be posted on the website and eblasted to members.

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

Debra Busacco reported that she has been conducting weekly meetings with the Women's Committee to finalize the Red Velvet Sneaker luncheon. She attended the following: 3/12 — Equal Pay Day Rally, 3/15 — Red Carpet for social justice event; 3/16 — CBTU Women's History month celebration; 3/20 — General Membership meeting; 3/23 — Red Velvet Sneaker luncheon. She thanked everyone on the committee for their assistance with the event.

A motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to accept Debra Busacco's report.

Carol Griffith reported that on 3/16 she attended the UFT HerStory event and on 3/25 — UFT Labor Breakfast. She also reported that her agency, NYPD, has started the teleworking program for two days per week. Members who are not eligible to telework have been offered compressed time.

Motion was duly made by Helen S. Jarrett, seconded by Teesha Foreman to accept Carol Griffith's report.

Helen S. Jarrett attended the following: 3/5 — Bronx BCCC Meeting, did presentation on the CWA Assembly & Senate Legislative Bills; 3/7 — Manhattan BCCC Meeting, did presentation on the CWA Assembly & Senate Legislative Bills; 3/12/24 — Equal Pay Day; 3/12 — Women's Committee; 3/13 — SIBCCC Meeting; 3/20 — March General Membership Meeting (Queens); 3/21/24 — Legislative Grants w/Assembly Member Chantel Jackson; 3/21 — NYCCLC; 3/23 — Red Velvet Sneaker Luncheon; 3/25 — Women's Labor Breakfast at UFT; 3/27 — Public Speaking w/Laurie Kellogg; 3/28 — Executive Board Meeting.

Helen S. Jarrett has requested approval from the Executive Board to attend the APRI International Convention, in Hollywood, FL from 7/15 to 7/18.

Decision: Motion was duly made and unanimously carried to supplement the cost difference she will receive from the CWA National scholarship. All in favor.

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

Rosario Roman reported that she went back to Albany for lobby day. She chaired the monthly Hispanic Committee. They are actively organizing the National Puerto Rican Day Parade on Sunday, June 9. Flier will be placed on the website. They are also looking at possible venues and dates around the end of September for the annual Hispanic Heritage Month celebration.

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

Gregory Smith thanked the Men's Committee for their participation and support provided at the Red Velvet Sneaker luncheon. He discussed the meet-and-greet that he and Teesha Foreman attended with SCA regarding negotiations. Inperson follow-up meeting scheduled for next month.

Smith discussed the Men's Committee meeting on 3/2, with an excellent guest speaker who gave a presentation on many aspects of financial management. Next month Justo Sanchez, Executive Director of the Center for Creative Conflict Resolution, is confirmed as the guest speaker.

A motion was duly made by Debra Paylor, seconded by Ranston Foster, and carried to accept Gregory Smith's report.

Dennis Vargas reported that he attended the Hispanic and the Men's Committee meetings, and the Red Velvet Sneaker Luncheon. He reported that one of his DEP locations at Lefrak is experiencing safety concerns. Labor Relations and facilities were notified and the members were relocated until the issues are resolved..

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

Next meeting will be in person on Thursday, April 25.

Motion was duly made, seconded, and carried to adjourn at 7:59 p.m.

Respectfully submitted,

Debra Paylor  
Recording Secretary



## 2024 Voter Registration Deadlines

**Are you ready to participate in the 2024 elections?** Elections for President, Congress, New York State Senate, and New York State Assembly are happening this year. You can register to vote or update your voter registration at [vote.nyc/page/register-vote](https://vote.nyc/page/register-vote)

General Election — Nov. 5, 2024	
Last day to register for the General Election	Oct. 26
Last day for Board of Election to receive application for General Election Absentee Ballot	Oct. 26
Last day to apply in person for General Election Absentee Ballot	Nov. 4
General Election Early Voting Period	
Last day to postmark or deliver General Election Absentee Ballot in person	Nov. 5
General Election	
	Nov. 5

## IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Denise Brown	Administration for Children Services	5/8/2024
Rachel Brown	Dept. of Social Services	3/19/2024
Washington Caamano	Department of Education	4/14/2024
Joselin Cabrero	Dept. of Social Services	5/26/2024
Sharon Chavis	Police Department	5/11/2024
Musette Cox	Department of Education	4/4/2024
Mireya Diaz-granados	Dept. of Employment	5/6/2024
Sol Gutenberg	Dept. of Social Services	3/18/2024
Dorothea Mehl	Department of Education	5/5/2024
Guy Mokolo	Dept. of Social Services	4/20/2024
Carole Powell	Dept. of Sanitation	3/16/2024
Debra Reeder	Finance Administration	5/30/2024
Rhoda Rosenblatt	Police Department	3/13/2024
Merleanor Simmons	Dept. of Health & Mental Hygiene	4/1/2024
Darryl Thomas	Metroplus Health Plan	4/19/2024
Lisa Upshur	Youth & Comm. Development	4/15/2024
Linda Ventiere	H+H	6/3/2024
Muriel Villamagna	Dept. of Health & Mental Hygiene	4/30/2024







## Communications Workers of America Local 1180

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## MEMBERS IN ACTION



**Although CWA President Chris Shelton Retired** last year, his recent retirement party brought together friends and co-workers from CWA locals and the labor movement. Local 1180 was there in strength, showing support for the man who led Communications Workers of America for eight years. Pictured from left are Local 1180 **Secretary-Treasurer Robin Blair-Batte**, NYS AFL-CIO President **Mario Cilento**, **Local 1180 Second Vice President Teesha Foreman**, and **Member-at-Large Helen S. Jarrett**.

### The Clara Allen Leadership Program

brings together dozens of CWA activists from locals throughout District 1 to hone their leadership skills and learn from one another with sessions on topics such as member mobilization and political action. After several years off, the Clara L. Allen Leadership School was held April 15-19 at the campus of Cornell University in Ithaca, New York. Local 1180 **Shop Stewards Crystal Johnson** and **Sonya Grant** (pictured wearing red Local 1180 T-shirts) were fortunate to attend the exclusive training.



**Demanding a fair contract** for Fordham University's Graduate Student Worker (FGSW) union brought together the City labor movement in support, including Local 1180. Workers were fighting for a raise from the university in order to improve benefits such as health care and child care and to receive a wage that can effectively allow them to live in New York City. Pictured from Local 1180 (from left): **Second Vice President Teesha Foreman**, **Shop Stewards Doreen Dixon** (Coordinating Manager — Metropolitan Hospital), and **Wanda Davis** (PAA Level III — Harlem Hospital), **Local 1180 Staffer Alfonso Davis**, **Egeria Bennett** (Admin Manager — DOHMH), **Shop Steward Wallace Jean** (CATS — DOE), **Member-at-Large Helen S. Jarrett**, and **Retiree Dan Cunningham**.