

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

# COMMUNIQUE



2024  
EQUAL PAY  
DAY RALLY  
pages 4-5







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## COMMITTEES

### Civil Rights & Equity/Community Service Committee

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Meeting: 3rd Tuesday of each month

### Editorial Committee

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### Hispanic Committee

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### Legislative and Political Committee

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### Men's Committee

Gregory Smith, Chair  
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### People with Disabilities Committee

Edward Yood, Chair  
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Meeting: 1st Wednesday of each month

### Pride Committee

Vera Jordan, Chair  
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### Women's Committee

Debra Busacco, Chair  
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Meeting: 2nd Tuesday of each month

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Dolores Andino, Chair  
doloresmandino@gmail.com

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.

## RETIREE DIVISION

Security Benefits for Active & Retired Members  
212.966.5353  
Claim Forms Hotline: 212.925.1091  
Retiree Division: 212.226.5800

### For Out-of-Town Retirees

Retiree Division: 800.801.2882  
Retiree Benefits: 888.966.5353

## BENEFITS

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

6 Harrison St., 3rd Floor  
New York, NY 10013-2898

212.966.5353  
Fax: 212.219.2450  
[benefits@cwa1180.org](mailto:benefits@cwa1180.org)

## CONTACTING DCAS

### How to Contact DCAS (Phone + Email)

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)

Fingerprint-related inquiries  
[DASFingerprints@dcas.nyc.gov](mailto:DASFingerprints@dcas.nyc.gov)

### How to Find DCAS (In person) Borough Information + Testing Centers

Bronx  
1932 Arthur Ave., 2nd Floor, Bronx 10457

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

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

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

Staten Island  
135 Canal St., 3rd Floor, Staten Island 10304

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



# COMMUNIQUE

## Official Publication

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

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Teesha Foreman, Second Vice President  
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Carol Griffith, Helen S. Jarrett, George Johnson,  
Rosario Roman, Gregory Smith, Dennis Vargas

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



Equal Pay Day is a date on the calendar that calls attention to the salary inequities that exist for women in the labor market. But it's more than just a date.

Equal Pay Day, which this year was March 12 and symbolizes how far into the current year women must work to earn what men earned in the previous year also calls attention to the systemic issues that hold back women from succeeding at the same pace as their male counterparts.

Once again, Local 1180 joined PowHer NY for a rally on the steps of City Hall that for the first time in the history of the rally was attended by the mayor of New York City.

Mayor Eric Adams who himself is advancing legislation and programs to level the playing field for women, was joined by State Attorney General Letitia James, City Council Speaker Adrienne Adams, Council Majority Leader Amanda Farias, Women's Caucus Cochairs Carmen de la Rosa and Julie Menin, and others.

President Gloria Middleton helped kick off the event.

"For years, we have known that women typically earn less than their white, male counterparts doing substantially similar work. We have fought to make women's salaries equal, we have worked with City and State legislators pass legislation preventing unequal pay based on gender, race, or religion, and we have been the leading, outspoken New York City labor union to continually send the message that salary should be based predominantly on education and experience," she said.

The gender pay gap – the difference between the earnings of men and women – has barely closed in the United States in the past two decades. Even though women have increased their presence in higher-paying jobs traditionally dominated by men, women as a whole continue to be paid significantly less.

"Women's contributions to the labor movement remain undervalued. Despite women making up nearly half of the U.S. workforce, on average women working full time, year round are paid just 84 cents of the male dollar," Middleton said.

This inequity is even greater for Black women, whose Equal Pay Day is July 9 this year, and Hispanic women, whose Equal Pay Day is Oct. 3.

Local 1180 is working with city and state legislators to:

- Strengthen Local Law 18 by putting more teeth to the data analysis required and forcing agencies to develop plans that self-correct their failures in reducing pay disparity and market to women and minorities for open top positions



# EQUAL PAY DAY 2024

- Create a high school-based program that will lead to more candidates entering the civil service system, and a CUNY-based system with educational paths filling the requirements for higher-paying positions
- Revise the Salary Range law that requires all New York businesses and government to list a realistic minimum and maximum salary for every open position in the state.

Middleton said that in the past few months alone, it was brought to her attention that New York-based jobs posted on both Linked In and Indeed either had no salary range listed at all or listed unrealistic minimums and maximums.

"Companies seem to be abiding by the wording of the law, but not the intent, and we intend to address this problem now. One City job posted a pay range of \$64,922 and \$173,486! That is a spread of close to three times the difference between the minimum and maximum and is not a fair pay range," she said.

"We have come so far in the fight for pay equity. Yet, in 2024, this is a conversation we should not be having any more. In the year 2024, there is no reason that a woman must work until March 12 to earn what a man earned by Dec. 31 of the year before," she said.



“



“We need equal pay for equal work, not only yesterday but now and in the future. I stand for women, I stand for equality, we want to basically dismantle all of these disparities and I will work with all of these individuals on these steps and those who can hear my voice to make sure that happens in this moment and in this year.”

— NYS Attorney General Letitia James



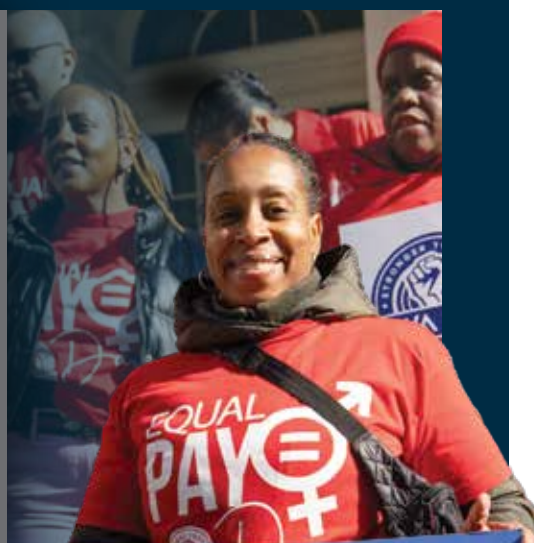
“Throughout my career I have fought to ensure women are provided equal pay for equal work. The women of our city deserve their fair share and a seat at the table. For too long, women have been failed by systems that pay them less than their male counterparts, overlook their health needs, and neglect their safety or family stability. Our administration knows we owe everything to women, and that’s why we launched ‘Women Forward NYC,’ a more than \$43 million investment in making this city a better place for women to live and work. Women are the backbone of this city, and we’ll have their backs.”

— NYC Mayor Eric Adams



“Confronting pay disparities and closing the gender wage gap remain a major priority for our historic women-majority Council. Women make up over half of our frontline workforce, but we’re still not paid according to the value we provide. On National Equal Pay Day, as we reflect on the progress we have made and take stock of the work ahead, we must reaffirm our commitment to ending pay disparities and supporting women in the workforce. I look forward to our continued partnership to close the pay gap once and for all.”

— NYC Council Speaker Adrienne E. Adams



“Women continue to face salary discrepancies and discrimination in the workforce while also performing ‘invisible’ roles in the home to sustain their families. Last year, the Council passed the Pay Equity package to study and work towards closing the wage gap. We are looking forward to the release of the Pay Equity Report that will hopefully shed light on salary ranges. As Women’s Caucus Co-Chair and Civil Service and Labor Committee Chair, we are centering women in everything we do to ensure we push the needle on gender equity. The time is right for labor and social reform.”

— NYC Councilmember Carmen De La Rosa

Scan Code to Watch Livestream Replay

”





# RED VELVET SNEAKER

# Luncheon

More than 100 members came dressed in red for the Women’s Committee’s Red Velvet Sneaker Luncheon. This annual event is a chance for women to learn how to better take control of their health and hear from guest speakers about issues directly affecting women of all ages.

It wasn’t all a learning experience, however. **Women’s Committee Chair Debra Busacco** said there also was plenty of fun with dancing, prizes, and a great lunch, which was proudly served to the women by members of the union’s Men’s Committee.

“During COVID, this event was put on pause, along with the rest of the world, so it was time to bring it back,” said Busacco, who took over as Chair of the committee earlier this year. “We wanted to make a grand splash and that’s exactly how it turned out.”

Gregory Smith, Staff Rep and Men’s Committee chair, said his committee members were honored to participate in such a remarkable event and support their sisters.

“There was nothing more honorable and satisfying than being granted the opportunity to serve and support the queens of CWA Local 1180 at the Red Velvet Sneaker Luncheon,”

Smith said. “The event showcased the pride, jubilation, and opulence of our Union sisters in ways reminiscent of a royal gala. The Union’s strength and unity were truly personified on this day, and the Men’s Committee looks forward to being there for our sisters in the future.”

**Pamela Odle** (PAA — HPD) was Mistress of Ceremony and had the honor of introducing guest speakers NYS Senator Cordell Cleare and Susan “Bunny” Southwell, a Harlem native who in 2016 founded Harlem Honors Awards, Inc., a 501(c)(3) non-profit organization based in Harlem that provides basic direct support to underserved communities.

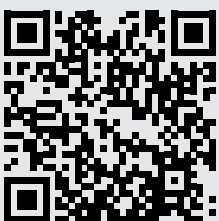
Representatives from the American Heart Association, including cardiologist Dr. Evelina Grayver, gave a CPR demonstration and held a panel discussion on topics that included the importance of celebrating health during Women’s History Month; how women are impacted by heart disease differently than men; barriers preventing women of color from achieving optimal health; solutions to improving health for women before, during, and after pregnancy; how mental health impacts our heart health; balancing career and home life; and advice on managing overall health.







VIEW  
FULL  
GALLERY



## WOMEN'S COMMITTEE

The Women's Committee's objective is to raise awareness on issues that are essential to educate, inspire, and empower women while raising consciousness regarding women both in the workforce and in leadership roles.

Our vision is **“to increase the visibility of women's leadership, both historically and presently, in movements such as labor, women's rights, civil rights, community, education, and politics”.**

The Women's Committee mission is to focus on issues that are fundamental to women such as health care, homelessness, home care, child care, housing, the elderly, and education.

### WOMEN'S COMMITTEE APPLICATION



**DEBRA BUSACCO**  
WOMEN'S COMMITTEE CHAIR  
dbusacco@cwa1180.org



# CONGRATULATIONS



**Congratulations** to **Angela Williams** (Admin Manager — FISA-OPA) who retired from New York City service on Dec. 29, 2023, after 37 years on the job. On Dec. 20, 2023, friends and co-workers threw her a retirement party. Local 1180 **Member-at-Large Amica Benjamin** represented the union and presented Williams with a certificate and swag bag of union goodies.



**Congratulations** to Local 1180 members who were honored at the DEP Quality of Work Life Committee's Employee Recognition Ceremony. **Staff Rep Shakima Ivory** attended to congratulate the honorees, including **Elizabeth Gonzalez, Monique T. Wright, Donald Mercado, Lunior Bernard, Rhonise Sellers, Malarie Gilmore, Linda Bush, Mayya Rebinik, Dennis Vargas, and Hopeton McPherson.**



**Congratulations** newly elected NYCHA 90 Church St. Shop Stewards **Sheri Mattler** (Admin Manager), **Chanda Coble** (PAA), and **Paula Flynn** (Admin Manager) who met during the holidays with the Local 1180 members they will be representing.



**Congratulations** to **Edward Yood** (Admin Manager — DSNY) on being recognized on Feb. 9 by the New York City Department of Sanitation for his 50 years of service. Yood is a Local 1180 Shop Steward, Chair of the Committee on People with Disabilities, and Co-Chair of the Manhattan Borough Community Coordinating Committee.



**Congratulations** to Local 1180 members working at DCAS for being honored at the Oct. 18, 2023, Labor-Management Quality of Work Life Committee 25th Annual Employee Recognition Ceremony. **Second Vice President Teesha Foreman** addressed the crowd, offering Local 1180's congratulations and thanking the members for their continued dedication and service to the City of New York.





New York State Senator and Chair of the Civil Service and Pensions Committee, Robert Jackson, says it best: “Tier 6 Sucks”.

He is just repeating what many civil servants have known for years and what they have been telling him directly about the Tier 6 pension plan for municipal workers.

Union leaders have been pushing for substantial pension reform for years, with top priorities of lowering the Tier 6 retirement age from 63 to 55; capping the rate of a Tier 6 employee’s annual pension contribution at 3%-3.5% of their salary; and raising their final average salaries by using the same calculations as Tier 4 members.

While some improvements did happen two years ago — vesting at five years of service instead of 10 and capping overtime contribution calculations for two years — they weren’t enough.

With continued pressure, state legislators included additional reforms in the budget passed in mid April.

**Local 1180 First Vice President Gerald Brown** said that labor has spent years lobbying state legislators for Tier 6 pension reforms in order to make sure municipal workers were on a more level playing field. He said the recent changes will go a long way toward recruitment and retention of workers.

“Finally, this year our state leaders made some significant improvements that were part of the state budget,” Brown said. “Hopefully these changes will help stop the outflow of workers to other states or into the private sector.”

The new state budget changes how pensions are calculated. Under the new law, Tier 6

employees’ pensions now will be based on their top three years of continuous earnings instead of the previous five years, a change that will increase retirement security for Tier 6 employees and put Tier 6 more in line with earlier pension tiers. The other change is a further extension of capping overtime contribution calculations for an additional two years.

This change is estimated to cost state and local governments nearly \$400 million annually.

Advocates of tier reform for years have said that public employees need a better reason to stay in civil service. More than 50% of all workers are currently in Tier 6.

Public sector offices are struggling with a labor shortage. Low starting salaries, a lack of promotional opportunities, and the need for high overtime have led to burnout and attrition. In 2022, state employees compiled 22 million hours of overtime at a cost of \$1.36 billion, a 47% increase from the previous year, according to the State Comptroller.

The history of Tier 6 goes back to a time when New York State was facing one of its numerous fiscal crises in 2011. A sweeping overhaul of the pension system was instituted by then first-term Gov. Andrew Cuomo and supported by then-NYC Mayor Michael Bloomberg as a means to fix that problem. He estimated that by creating a new pension tier, it would save \$93 billion during the next three decades, but the reform created a high-profile battle with some powerful unions in both the state and the city.

Tier 6 was instituted as part of the budget a year later on April 1, 2012, and all New York City new hires would be impacted because it is the basic pension for all state, county, and municipal workers. The largest problems with Tier 6 are a significant reduction to employee pensions, penalties for early retirement prior to age 63, and the negative impact it has created for bringing on new hires.

Sen. Jackson’s committee monitors the relationship between New York’s state government and its hundreds of thousands of unionized employees. Jackson is now leading the effort to improve the pension benefits for more recent governmental hires.

“We want to make it so that when people retire, they can live off a pension and Social Security and other resources, to enhance their position when they retire from state service when they have 30 years of service at 55 years old, so they can enjoy their retirement,” a hopeful Jackson said in a media interview with City & State.

Contributions for Tier 4 members are 3% for the first 10 years, with no further contributions required. Tier 6 members, however, contribute escalating percentages based on income: 3% for \$45,000 or less; 3.5% for \$45,000-\$55,000; 4.5% for \$55,000-\$75,000; 5.57% for \$75,000-\$100,000; and 6% for salaries above \$100K.

The recent changes that move Tier 6 closer to Tier 4 will provide options for all workers when they approach retirement

Jackson said it’s important for municipalities to have incentives to recruit and retain more workers to fill the estimated 12,000 city vacant positions.

Fixing Tier 6 is about fairness. Two different people can have the same job title and have the same responsibilities every single day yet those in Tier 6 have to work longer years and much further into older age to retire with less than their Tier 4 counterparts.

In a post-COVID world, Americans have realized that there is more to life than just working and do not want the daily eight-plus-hour grind well into their advanced years. It’s become more about enjoying life while there is still life to enjoy. That can be seen in the number of workers leaving municipal employment for more positive work environments.

There was a time that so many wanted to work for a state municipality because of the benefits. It wasn’t about the salaries but about everyday benefits and the pensions received at retirement. This reality is becoming a distant reality.

**IMPORTANT NOTE:** Retirement, pensions, and the tier system are all complicated. This article is only a brief description of the problem. For specific questions, members should reach out directly to NYCERS or their specific pension system.

TIER 4

**Contributions are capped at**

3% and end after **10 years.**

TIER 6

**Members pay**

3-6% for their **ENTIRE CAREERS.**



# TELEWORKING

Below is the most updated information as of April 15, 2024, for agencies with approved telework programs. Please continue to check the [Local 1180 website](#) for the most recent and accurate information. Remember that the telework program is a pilot program. The ability to continue with this program is partially based on how City employees perform outside the office. If you have any questions about your agency's telework program, please contact the Staff Representative listed next to the agency.

Administration for Children Services	Denise Duncan-Bartholomew	1/8/2024
City Commission on Human Rights	Denise Duncan-Bartholomew	12/18/2023
Civilian Complaint Review Board	Desiree Waters	12/12/23
Department for the Aging	Romano Jones	1/22/24
Department of Buildings	Shakima Ivory	12/18/23
Department of City Planning	Desiree Waters	1/16/24
Department of Citywide Administrative Services (DCAS)	Denise Duncan-Bartholomew	11/27/23
Department of Consumer and Worker Protection	Desiree Waters	11/20/23
Department of Correction	Gregory Smith	1/29/24
Department of Design and Construction	Gregory Smith	12/4/23
Department of Education (school-based staff excluded)	Desiree Waters	1/8/24
Department of Environmental Protection	Shakima Ivory	12/15/23
Department of Finance	Desiree Waters	1/29/24
Department of Health & Mental Hygiene	Denise Duncan-Bartholomew	12/8/23
Department of Homeless Services	Theresa Pinto	5/6/24
Department of Investigation	Denise Duncan-Bartholomew	11/27/23
Department of Probation	Desiree Waters	3/18/24
Department of Records & Information Services (DORIS)	Shakima Ivory	1/16/24
Department of Transportation	Denise Duncan-Bartholomew	12/22/23
Department of Veterans Services	Denise Duncan-Bartholomew	12/4/23
Department of Youth & Community Development	Denise Duncan-Bartholomew	12/4/23
Fire Department of New York (FDNY)	Gregory Smith	12/8/23
Housing Preservation & Development	Desiree Waters	1/10/24
HRA/DSS	All Reps	5/6/24
Landmarks Preservation Commission	Gregory Smith	1/4/24
Law Department	Shakima Ivory	1/22/24
NYC Police Department (NYPD)	Romano Jones	3/18/24
NYC Department of Parks and Recreation	Romano Jones	1/1/24
Office of Administrative Tax Appeals	Desiree Waters	12/4/23
Office of Administrative Trials & Hearings	Gregory Smith	2/12/24
Office of Chief Medical Examiner (OCME)	Denise Duncan-Bartholomew	4/15/24
Office of Technology & Innovation	Denise Duncan-Bartholomew	1/15/24
Small Business Services	Desiree Waters	12/1/23
Taxi & Limousine Commission	Gregory Smith	1/5/24





## GLORIA MIDDLETON

During Women's HerStory (History) Month, courageous women who have contributed to building the country and making it a fairer society are recalled in various ways — from exhibits and events to social media posts, book club readings, and guest speakers.

This year, I had the privilege of addressing a crowd at the United Federation of Teachers' HerStory Brunch & Celebration, talking about the vision and achievements of ordinary women who did extraordinary things. Their accomplishments set the stage for women like me — the first African American and first female — to lead this great local union.

The origins of Women's History Month as a national celebration began in 1981 when Congress first authorized the president to proclaim the week beginning March 7, 1982 as "Women's History Week."

During the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." It wasn't until 1987 after being petitioned by the National Women's History Project that Congress designated the month of March as "Women's History Month."

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**The impact women have made in labor history is often missing from textbooks and the media despite the numerous roles women have played to organize, unionize, rally, and inspire workers to fight for justice.**

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The impact women have made in labor history is often missing from textbooks and the media despite the numerous roles women have played to organize, unionize, rally, and inspire workers to fight for justice.

As a female labor leader, I would be remiss if I didn't at least call out a handful of the great women who paved our paths, some of whom came from humble beginnings and fought hard to make a difference in the world by following their hearts.

For example, Ella Baker, a true trailblazer in her time, a community organizer and political activist who brought her skills and principles to bear in the major civil rights organizations of the mid-20th century. She, like my parents, migrated from the south to come to New York City in search of employment for a better life. She found people suffering from poverty and hardship caused by the Great Depression and was

introduced to radical political activism that became her life's work. She was part of the staff of the NAACP and helped form the Southern Christian Leadership Conference that was an integral part of the Civil Rights movement working with Dr. Martin Luther King.

We couldn't speak about amazing women without mentioning Frances Perkins, the first female Secretary of Labor under President Roosevelt in 1933. After graduating from college, Frances felt the need to work with the poor and the unemployed and accepted a position as General Secretary of the Philadelphia Research and Protective Association, a new organization to thwart the diversion of newly arrived immigrant girls, including Black women from the south, into prostitution. Her work in part focused on legislation to limit the working hours of women and children in factories to 54 hours per week.

On March 25, 1911, Frances was having tea in New York City's Washington Square when she heard fire engines. Running to the scene of the fire, Frances witnessed in horror as 47 workers — mostly young women — jumped to their deaths from the eighth and ninth floors of the building in what later became the infamous Triangle Shirtwaist Factory Fire disaster.

Under her tenure as Secretary of Labor, she advocated for the 40-hour work week, a minimum wage, unemployment relief, social security, and universal health insurance. She believed workers' rights were civil rights.

Then there is Hattie Canty, legendary African-American unionist who migrated to Las Vegas from rural Alabama. She rose from the ranks of Las Vegas hotel maid to president of the Las Vegas Culinary Workers Union Local 226. Under her leadership, Local 226 emerged as one of the largest unions in southern Nevada. She led one of the longest strikes and this union now represents tens of thousands of workers employed in the hospitality industry.

We cannot talk about female labor leaders without mentioning the contributions of May Chen who in 1982, led the New York City Chinatown Strike, one of the largest Asian-American worker strikes with about 20,000 garment workers marching the streets of lower Manhattan demanding fair work contracts. She helped organize the strike, demanded higher wages, improved working conditions, and that management observe the principles of fairness and respect. That strike paved the way for better working conditions, hiring bilingual staff to interpret for workers and

management, initiation of English language classes, and van services for workers.

Then there is Dolores Huerta. Before becoming a labor organizer, Dolores was a grammar school teacher, but quit after she saw children coming to school hungry and without proper clothing. She believed she could do more by organizing farm workers than by trying to teach hungry children.

In 1955, Dolores launched her career in labor organizing by helping Fred Ross train organizers in Stockton, California. Five years later, she founded the Agricultural Workers Association before organizing the United Farm Workers with Cesar Chavez in 1962.

She was a champion of labor rights, women's rights, racial equality, and other civil rights causes, who successfully lobbied for voting rights for Mexican-Americans and for the right of every American to take the written driver's test in a native language.

I also want to mention Mother Jones. After her husband and four children all died of yellow fever in 1867, and her dress shop was destroyed in the great Chicago Fire of 1871, she became an organizer for the Knights of Labor and the United Mine Workers Union. In 1902, she was called the "most dangerous woman in America" for her success in organizing miners and their families against mine owners. She was arrested several times in her plight to protect children and coal miners and served time in prison twice. Upon each release, Mother Jones never stopped supporting labor throughout the country until the day she died.

There are so many unsung heroes who remain out of the history books, including all of you, who contribute daily to the successful running of one of the largest city governments in this country while at the same time, giving back in your own way to your own communities. If there is only one thing you take away from Women's HerStory month, it's that you can make a difference. If you have the compassion in your heart and soul to make change, then find what moves you and make that change.

My road to the presidency of CWA Local 1180 started as a Shop Steward. My passion to help others in the workplace is what set my trajectory to the top. Find what moves you and just do it. It might be uncomfortable at the beginning, but you would be no different than any of the history-making women who came before us.





**Hispanic Committee Goes to Albany** Members from the Local 1180 Hispanic Committee traveled to Albany on March 9 to attend the SOMOS Conference. SOMOS is a nonpartisan organization committed to uniting and empowering the Latino community through dialogue, debates, civic service, and cultural preservation. At top: **Ingrid Brown-Lewis** (Admin Manager — ACS), **Committee Chair and Member-at-Large Rosario Roman**, **Committee Secretary Linnea Biggs**, and **Amica Benjamin**, **Hispanic Committee Co-Chair**. Bottom: Roman and Biggs with NYS Senator Robert Jackson.



**Meeting with the Mayor** Local 1180 President **Gloria Middleton** was invited by Mayor Eric Adams for a sit-down to discuss labor matters and how the City can better work with unions to address ongoing issues.



## Standing Against Human Trafficking

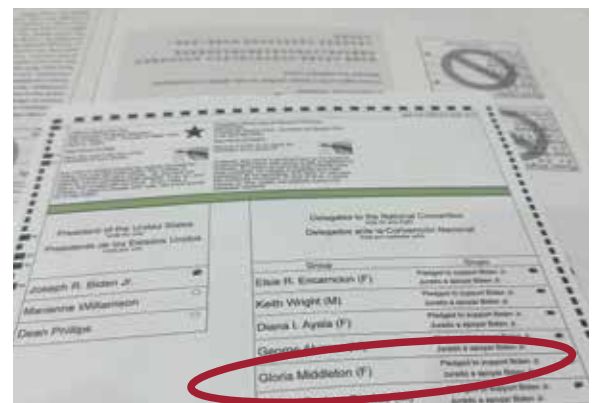
Local 1180 staff members dressed in blue on Jan. 11, 2024, to mark National Human Awareness Trafficking Day, part of an entire month dedicated to spotlighting the ongoing commitment to prevent human trafficking around the world and to protect survivors. The day was marked by Congress in 2007. This year, the U.S. Department of Health and Human Services' theme for Human Trafficking Prevention Month was "Activate Connections to Prevent Human Trafficking" and focused on activating connections to build individual, family, and community resilience to human trafficking. At left, **Otissa Dillard** (PAA — HRA) and coworker Nichelle Pugh also dressed in blue.



## Fighting for SUNY Downstate

When SUNY announced earlier this year that it would possibly close the only state-run hospital in New York City, labor unions fought back, taking to the picket lines in a huge show of solidarity to save the facility in East Flatbush. Kings County Hospital members **Annette Graham** (ACM — H+H), **Lillian Campbell** (ACM —H+H), and Shop Steward **Jose Charles** (CM), along with **Local 1180 Membership Coordinator Deborah Valentin**, and **Mobilization Coordinator Helen S. Jarrett** marched with other NYC unions, sending the message that "Brooklyn Needs Downstate". At right, Valentin meets with a PIX 11 Reporter Zhane Caldwell. When the state budget finally passed, it included an agreement to postpone closing the medical center for at least a year and to create a nine-person community advisory board to gather input on the next steps for SUNY Downstate.

**On The Ballot** Local 1180 President **Gloria Middleton** was nominated by State Attorney General Letitia James as a delegate to the Democratic National Convention. Middleton's name appeared on the April 2 ballot for the 13th Congressional District, along with Joe Biden for president. Middleton secured enough votes to win a delegate seat and will be casting her vote for Joe Biden in August in Chicago.







**Brooklyn BCCC Draws Large Turnout** The Brooklyn Borough Community Coordinating Committee had one of its largest member turnouts to date at the end of 2023. At top, members, guests, and friends who turned out to hear Brooklyn Deputy Borough President Kim Council as the guest speaker. CWA Local 1180 is thankful to Brooklyn District Attorney Eric Gonzalez and his staff for hosting this meeting. Members were excited to have an in-person meeting that was well attended. The meeting concluded with **Member-at-Large Amica Benjamin** conducting a raffle for all in attendance.



**Winter Gear Drive** The Local 1180 Women’s Committee held its annual hat, gloves, and scarf collection that brought in enough donations from members to fill many contractor-size bags. **Committee Chair and Member-at-Large Debra Busacco** (top left) sorts through some of the donations, while Committee members **Helen S. Jarrett, Denise Gilliam, Shakima Ivory, and Shop Steward Karen Smith** look over some of the hundreds of collected items before bagging them up for DHS’ Garratte Peniston and John Roseboro to take and distribute to those in need throughout the city.



**Honored for Commitment to Women** Secretary-Treasurer **Robin Blair-Batte** was presented with flowers and a special plaque by the Local 1180 Women’s Committee at the March membership meeting during a special Women’s History Month celebration marking her commitment to advancing the rights of all women. In addition, **President Gloria Middleton** was presented with a proclamation signed by Gov. Kathy Hochul making March 8 as International Women’s Day (IWD) and an official state holiday. Local 1180 is part of the Red Carpet for Social Justice group that lobbied the governor to sign the bill proclaiming IWD. At far left: **Staff Rep Shakima Ivory, Middleton, Blair-Batte, and Women’s Committee Chair Debra Busacco**. At left: Member-at-Large **Helen S. Jarrett, Staff Rep Theresa Pinto, Women’s Committee Secretary Dorothy Regina Bunche** (PAA — NYPD), **Second Vice President Teesha Foreman, Busacco, Committee members Elaine Blair** (Assistant Director — H+H) and **Linnea Biggs** (PAA — HPD), and **Member-at-Large Rosario Roman**.







**Women’s HERStory Celebration** President Gloria Middleton was invited to be a guest speaker at the United Federation of Teachers’ HERStory Brunch and Celebration on March 16. She spoke about contributions of strong women who paved the way for in history for women today. Pictured from left: **Members-at-Large Carol Griffin and Rosario Roman; Staff Representative Desiree Waters; Second Vice President Teesha Foreman;** Janella Hinds, UFT Vice President for Academic High Schools; **Middleton, Secretary-Treasurer Robin Blair-Batte, Member-at-Large Amica Benjamin, Recording Secretary Debra Paylor, and Staff Representative Shakima Ivory.**



**Bonding Over Bowling** The Civil Rights and Equity/Community Service Committee hosted a CWA Local 1180 Committee Bowling Night for active members in the Local’s committees. Committee Chair **Hazel O. Worley** said this was a great opportunity for members to come together and show off their bowling skills, or lack thereof (shout-out to the member who will remain nameless that cheated for his team, lol). Thanks to **Gregory Smith**, Chair of the Men’s Committee; **Rosario Roman**, Chair of the Women’s Committee; **Edward Yood**, Chair of the Committee on People with Disabilities; and **Rosario Roman**, Chair of the Hispanic Committee, for joining with the Civil Rights and Equity/Community Service Committee to make this night one to remember.

Top Photo: Member-at-Large **Amica Benjamin, Cheryl Drumgold** (Admin Manager — ACS), **Verna Finley** (PAA — NYCHA), Men’s Committee member **Justin Smith**, Civil Rights and Equity/Community Service Chair **Hazel O. Worley**, Member-at-Large **Dennis Vargas, Carmen Gonzalez** (Admin Manager — HPD), and **Linnea Biggs** (PAA — HPD).

Middle Photo: Members-at-Large **George Johnson** and **Gregory Smith** (Men’s Committee Chair), **Juana Polanco** (PAA — DOHMH), **Darryl Jefferson** (PAA — DOE), **Gloria Johnson** (Retired), Member-at-Large **Debra Busacco** (Women’s Committee Chair), **Kelly Nixon** (Admin Manager — DOHMH), and Local 1180 Membership Coordinator **Deborah Valentin**.

Bottom Photo: Retiree **Gloria Johnson**, Members-at-Large **Carol Griffith** and **Helen S. Jarrett**, **Michael Butler** (PAA — HRA), Member-at-Large **Rosario Roman** (Hispanic Committee Chair), and **Otissa Dillard** (PAA — HRA).



**Paying Tribute to Black History Month** Members of Local 1180’s Hispanic Committee met on Feb. 8 for their monthly meeting and used the time to recognize some of the many Black leaders who contributed to American history. Group shot: **Committee Chair and Member-at-Large Rosario Roman, Ingrid Brown-Lewis** (Admin Manager — ACS), **Shop Steward Pamela Odle** (PAA — HPD), **Linnea Biggs** (PAA — HPD), **Carmen Gonzalez** (Admin Manager — HPD), **Committee Co-Chair and Member-at-Large Amica Benjamin, Executive Director of La Colmena Yesenia Mata, Elaine Blair** (Assistant Director, H+H), **Caroline Martinez** (Coordinating Manager Level A — H+H), and Member-at-Large **Helen S. Jarrett**. Second photo: **Odle** with a colleague at the HPD Black History Month S/ Heroes Board.



# Know Your Scams

Scammers use different tactics to get victims to fall for their schemes. In some cases, they can be friendly, sympathetic and seem willing to help. In others, they use fear tactics to persuade a victim. Learn about the different scam tactics, and what to do if you suspect suspicious behavior. Scams often start with someone you don't know. Scammers use fake emails, text messages, voice calls, letters, or someone who shows up at your front door unexpectedly. Stay ahead of scammers by learning about these common scam types so you don't become a scam victim!



## **PAYMENT SCAMS**

Be wary if you are urged to make a purchase with the promise of compensation, or if someone offers to make a payment for you, or provides you with bank account info with which to make a payment. If something sounds too good to be true, it probably is. If you use a payment method you are not familiar with, you run the risk of ultimately being held responsible for the amount paid.



## **EMPLOYMENT SCAMS**

Be vigilant in validating employment opportunities, especially when exclusively online or working from home. Be suspicious if someone claims to have overpaid you for a job, promises to reimburse for equipment, or asks you to send equipment to an IT dept. The equipment may never be returned, and reimbursements or overpayments may be illegitimate, leaving you liable for the funds. Never divulge personal information online to an unreliable source or through deceptive job



## **TECH SUPPORT SCAMS**

Tech support claims your computer has malware and requests payment to fix the defects or access your computer.



## **IMPERSONATION SCAMS**

Scammers pose as a legitimate company (like Capital One) or a utility company and request personal information or a payment transfer in order to make things "right" on your account. They might also use a fake caller ID that could show up as a legit company's number and/ or request remote access to your device. Scammer posing as a utility company might warn you to pay your balance within a limited time or else the utility will be shut off.



## **FAKE RENTAL**

A house is legitimately listed for sale online, but scammers have set up a fake website and listed the house as a rental. You send your first month's deposit to a scammer pretending to be the landlord/owner.



## **FAKE WEBSITES**

Legitimate-looking websites are being created by scammers, and a quick Google search will lead you to a real-looking phone number. When you call, they'll try to obtain your sign-in details or other information.



## **OVERPAYMENT SCAMS**

You receive an overpayment for an item you're selling, immediately followed by a request to deposit the check (which turns out to be a bad check) and then send the difference via a wire or gift card.



## **CHECK CASHING**

You're approached outside a bank branch and asked to cash a check for someone who claims they don't have an account or left their ID home. The bad check will be held against your account when it doesn't clear.



## **ROMANCE SCAMS**

If you are asked for financial support from a new partner in a relationship that's been exclusively online, you're likely a target of this elaborate scheme.



## **CHARITY SCAMS**

You receive a request to donate to a charity that you've never heard of and for which you can't find an official website.



## **DEBT RELIEF**

You receive a request for payment in order to establish a service relationship to pay, settle or get rid of debt.



## **FTC/IRS SCAMS**

Scam artists are pretending to be IRS officials to get your money. They'll call, email, or text you claiming you owe back taxes or there's a problem with your tax return. They even rig caller ID to make their call look official. They play on your fears.



## **INVESTMENT SCAMS**

You receive a request to invest in a business opportunity with promises of high returns and/or getting rich quickly.



## **LOTTERY SCAMS**

You receive a request to prepay fees or taxes in order to receive a large prize you supposedly won.



## **GRANDPARENT SCAM**

You receive a call or text message from someone claiming to be a grandchild or loved one asking for money to help with an emergency, plus instructions on where to send the funds.



## **PUPPY SCAM**

Scammers post fake litters online or pretend to be someone they're not (usually an existing breeder) to take advantage of puppy sales — although there is actually no puppy for sale.



## **ONLINE MERCHANT/MARKETPLACE SCAMS**

When responding to ads or interacting in marketplaces on social media, research sellers and products independently to ensure legitimacy. Notice the red flags like a high-ticket item for a price too-good-to-be-true or a buyer who "accidentally" overpaid you for an item or someone asking for personal information or redirecting to an unfamiliar/strange looking URL.



## **MORTGAGE CLOSING**

You receive an email or text message that looks similar to your real estate agent's contact info that indicates there is a last minute change to the wiring instructions, and tells you to wire closing costs to a different account.



## **BUSINESS EMAIL COMPROMISE SCAMS**

You receive an email from your supplier/vendor requesting to send money to a different account. The supplier/vendor email appears to be familiar. But this could be a fraudster who obtained access to the network of your supplier/vendor.



Hospital	Staff Rep	Staff Rep Email
Bellevue	Gregory Smith	gsmith@cwa1180.org
Central Office	Romano Jones	rjones@cwa1180.org
Certified Home South Bronx	Theresa Pinto	tpinto@cwa1180.org
Coler	Gregory Smith	gsmith@cwa1180.org
Coney Island	Desiree Waters	dwaters@cwa1180.org
Correctional Health	Romano Jones	rjones@cwa1180.org
Cumberland	Romano Jones	rjones@cwa1180.org
Elmhurst	Denise Ducan-Bartholomew	dduncan@cwa1180.org
ENY Diagnostic	Romano Jones	rjones@cwa1180.org
Family Health Services	Romano Jones	rjones@cwa1180.org
Gouverneur	Denise Ducan-Bartholomew	dduncan@cwa1180.org
Harlem	Gregory Smith	gsmith@cwa1180.org
Henry J. Carter	Theresa Pinto	tpinto@cwa1180.org
Jacobi	Theresa Pinto	tpinto@cwa1180.org
Kings County	Desiree Waters	dwaters@cwa1180.org
Lincoln	Theresa Pinto	tpinto@cwa1180.org
Metroplus	Shakima Ivory	sivory@cwa1180.org
Metropolitan	Denise Ducan-Bartholomew	dduncan@cwa1180.org
Morrisania	Theresa Pinto	tpinto@cwa1180.org
North Central Bronx	Theresa Pinto	tpinto@cwa1180.org
Queens	Romano Jones	rjones@cwa1180.org
Renaissance	Shakima Ivory	sivory@cwa1180.org
Seaview	Gregory Smith	gsmith@cwa1180.org
Segundo Belvis	Theresa Pinto	tpinto@cwa1180.org
Susan McKinney Rehab	Desiree Waters	dwaters@cwa1180.org
Woodhull	Romano Jones	rjones@cwa1180.org

## H+H PAYOUT UPDATE

As of March 28, 2024, H+H has provided the following updated information regarding payout dates for retro pay, experience differential, RIP increases, and salary increases.

### H+H has tentative pay dates for the Experience and RIP Increases:

April 26, 2024	12/13/2021 3% increase
May 10, 2024	6/1/2022 Assistant Director's Additions to Gross & 12/13/2022 3% increase
May 24, 2024	12/13/2023 3% increase





## TEESHA FOREMAN

Every few years when we renew our PAA et al contract, we like to remind members to pay attention to the changes in the contract as well as know and understand what they are entitled to. This is largely because if an agency makes any type of overpayment to an employee — and it does happen — the contract does allow agencies to initiate recoupment proceedings.

While it does seem strange that a City agency would overpay an employee, it happens often enough that recoupment proceeding procedures are included in our contract.

Recoupment is the act of regaining or getting something back, especially the equivalent of an amount invested or lost.

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**If you see anything on your paystub that doesn't seem correct — either in your favor or the agency's — go to your payroll department immediately and request an audit.**

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The Citywide Agreement Article IX Section 8a Personal & Pay Practices speaks to overpayment to an employee that is agreed by both parties to be erroneous and says the employer shall not make wage deductions for recoupment purposes in amounts greater than: 10% if the employee's gross pay is under \$17,500; 15% if the employee's gross pay is between \$17,500 and \$32,500; and 25% if the employee's gross pay is \$32,500 or more. In lieu of wage deductions for recoupment purposes, the employer may, with the consent of the employee, make deductions from the employee's annual leave or compensatory leave banks. Any recoupment shall be limited to the period up to six years prior to the commencement of such proceedings for recoupment.

Local 1180 was recently notified by Human Resources Administration (HRA), Department of Social Services (DSS), and the Department of Homeless Services (DHS) that approximately 80 Local 1180 members would be receiving recoupment letters for overpayment of the \$3,000 ratification bonus.

As per the 2021-2027 Memorandum of Agreement Section III Ratification Bonus, "In no event shall an employee receive greater than \$3,000 in bonus payments per this section."

Many of the instances occurred because these members were DC 37 members when they ratified their contract and received the \$3,000 ratification bonus. Once they became an 1180 member and were on active payroll status as of Oct. 30, 2023 (PAA et al. ratification date), they were not entitled to the ratification bonus a second time, although they were inadvertently paid the bonus again.

When we receive notification of an agency's intent to begin recoupment proceedings, we immediately file a Step III Recoupment Grievance with the Mayor's Office of Labor Relations. The immediate remedy is to cease and desist any recoupment the agency may have already started or plans to start until the agency and the union can meet, and the agency proves the overpayment made by the agency. Once agreed by both parties, a repayment plan is set up and initiated.

Members always ask why, if an agency made the error, does a member still need to return the overpayment?

No one is perfect. Unfortunately, management can and does make mistakes, which is why we also stress reviewing your paystubs. If you see anything on your paystub that doesn't seem correct — either in your favor or the agency's — go to your payroll department immediately and request an audit.

If you find an overpayment and bring it to your agency's attention, depending on the situation the agency may just stop the erroneous payments and choose not to proceed with recoupment. However, if you don't know what you are entitled to, then you won't know if there is an error.

We have fought hard for all we've earned; let's not just give it away.

We also received notification from one of our members at the Department of Health & Mental Hygiene that the agency emailed her stating that due to an error in the pensionable portion of her additions to gross, 15-year longevity, which is pensionable after 15 months of being awarded, wasn't being processed correctly. The agency and the Office of Payroll Administration (OPA) would need to review, and corrections would need to be made.

After contacting DOHMH, we were informed that 13 members were affected by this error. Something about this situation wasn't sitting right with us, so we did further investigation and discovered that there was actually 21 members impacted by the error.

Although the agency came across the error, Local 1180 can also file a recoupment grievance. The same way the contract allows for agencies to go back up to six years for recoupment, the union can do the same.

Recoupment goes both ways. If you receive benefits you aren't entitled to, the agency will come back to recoup. If you don't receive benefits you are entitled to, we can go back to cover them. Just remember, both parties can only go back six years prior to recoupment proceedings.

I really can't stress enough how important it is for our members to stay on top of what's going on in Local 1180. Attend site meetings, general membership meetings, and borough coordinating community meetings. Be sure you have an active and updated personal email address on file with the union and read the weekly email digest we send out on Thursday afternoons.

Visit our website at [cwa1180.org](http://cwa1180.org) regularly because it's where we post all information that's important for you to know. It's where you can find out about meetings and events, supplemental benefits, resources, and your contract.

Most importantly, if you are unsure or something seems off, please contact your Shop Steward or Staff Rep.



# M<sup>3</sup> Technology Scholarship Winners

Two Local 1180 members and eight members' children were the recipients of this year's M-3 Technology \$1,000 education scholarships.

M-3 Technology, a Local 1180 vendor of insurance programs and services, teams up with the union to help advance educational opportunities by supplementing the college expenses of the winners.

**President Gloria Middleton** said the union is thankful for the partnership that helps ease the burden of paying for college for parents.

"We are blessed to be able to offer these scholarships to 10 members or their children. College expenses can be cost prohibitive and every little bit helps ease the pain of paying for higher education," Middleton said.

**PAA Regina Bunche** couldn't agree more. She was one of the scholarship winners, securing the \$1,000 for her 20-year-old daughter Janai Keitt who is attending Kingsboro Community College, majoring in business administration.

"I came to Local 1180 just two years ago from Local 1549 and I've been trying to learn everything I can about my new union and what they offer their members. When I got the notice about the scholarship, I applied right away but I never thought I would win," Bunche said. "I certainly wasn't expecting it; this is truly a blessing."

Bunche is a strong advocate for labor unions, especially Local 1180, as she has seen in the two years of being a member just how much the union looks out for and provides for the membership.

"There are always naysayers, but if you reach out and learn how much our union provides for us, then there's always a benefit to help," Bunche said. "If you don't seek out anything, then you won't know. We have all these benefits at our hands but if you don't get involved and reach out then the union can't help you."

"You have to participate. You need to know your rights and the resources available. Everything Local 1180 offers is right there at your footsteps," she said. "There's a lot of programs and ways for you to elevate your career, and your family. You have so many resources and outlets to take

advantage of while it's here. If you don't see anything to be received, then you aren't looking."

**Robin Thomas (PAA — DHS)** is thankful that she looked for ways to help offset the cost of her college education. If she wasn't paying attention to all the benefits offered by Local 1180, including the scholarship partnership with M-3, she would have missed out.

"This scholarship plays a major role with tuition assistance," said Thomas, who returned to school to pursue a degree in nursing. "The decision to return to school was based on a desire to obtain additional education."

In addition to the scholarship, she took advantage of other Local 1180 education benefits when pursuing her master's degree.

"I believe it's a good idea to belong to a union," Thomas said. "I enjoy the benefits and having an advocate."

As for winning the scholarship, she said, "you have to apply to win" — good advice for everyone going next year.

**PAA Sue Ellen Doria**, whose daughter Giovanna Lily Doria was the recipient of a scholarship, said she found out about the opportunity to apply from a previous newsletter and a direct-to-home mailing. Giovanna attends University of Connecticut (UConn), majoring in Speech, Language and Hearing. She is working toward a Doctor of Audiology with a minor in American Sign Language.

"Receiving the scholarship will make a huge difference in helping defer some of the huge expenses as my daughter is an out-of-state student attending UConn," Doria said. "Winning this scholarship is allowing my daughter to pursue her dream of becoming an audiologist and helping those in need."

▼ Luciana A. Bell, with First Vice President Gerald Brown



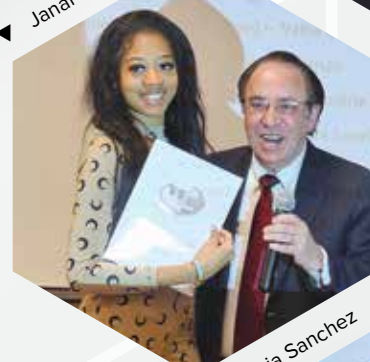
▼ Kristina Colon



▼ Giovanna Lily Doria



▼ Janai Keitt



▼ Arianna M. Mando



▼ Gloria Sanchez



▼ Robin Thomas





**Congratulations**  
to the 2024 Winners

**Luciana A. Bell**  
PAA — DOT

Kristina Colon  
Daughter of  
**Giuseppina Tornabene-Colon**  
PAA — DOE

Edmond Liu  
Son of  
**Susana H. Liang**  
Health Care Program Analyst — MetroPlus

Arianna M. Mando  
Daughter of  
**Milagros Jorge**  
Admin Manager — DOT

Giovanna Lily Doria  
Daughter of  
**Sue Ellen Doria**  
PAA — NYCHA

Shyniel Washington  
Son of  
**Nakia Boyd**  
PAA — HRA/DSS

**Robin Thomas**  
PAA — DHS

Sebastien Levan Gourgue  
Son of  
**Valerie Fenelon Sanon**  
Coordinating Manager Level A — Woodhull

Gloria Sanchez  
Daughter of  
**Melida Sanchez**  
Admin Manager — NYCHA

Janai Keitt  
Daughter of  
**Regina Bunche**  
PAA — NYPD

Doria said Local 1180 offers so many benefits, education and otherwise, that members should utilize. She hopes to take advantage of free college credits offered through the College Tuition Reimbursement Program and further her education.

“I’m always talking to my coworkers about the importance of unions and staying involved,” she said. After all, if it wasn’t for her involvement in Local 1180, she might have missed out on the opportunity to win a college scholarship.

Photos: M3’s John B. Pescitelli presenting each member with their scholarship award.

**Civil Rights and Equity/ Community Services Committee**

**2023 TOY DRIVE**



CWA Local 1180 members made the 2023 toy drive one to remember with a generous number of donations that put smiles on the faces of children who too often go without during the holidays.

Even though the Civil Rights & Equity/Community Services Committee was unable to sponsor this special collection for the past several years due to COVID, that didn’t stop members from dropping off hundreds of items, including games, dolls, balls, trucks, cards, and more, all of which were donated to three Brooklyn schools: PS 26 Jesse Owens School, Medgar Evers College Transition Academy, and Summit Academy Charter School.

**Committee Chair Hazel O. Worley** said Local 1180 members know what it means to help those in need.

“CWA Local 1180 member always answer the call. Our members look for ways to connect with people who could use a helping hand,” Worley said.

The donation request from PS 26 Jesse Owens School came directly from **Local 1180 member Leslie Martinez, School Business Manager** at PS 26. Upon receiving the donation of toys, Martinez said she was grateful to know her own union became the school’s heroes with their giving spirit during the holidays.

Martinez said she and the school were thankful for such a large donation.

“This is all in line with the school’s motto, ‘One Band, One Sound’, where we work as a team, not individually,” Martinez said. “Now CWA Local 1180 is part of our school spirit and team.”

Worley said that the Civil Rights & Equity/Community Service Committee is always honored to be a part of Medgar Evers Transition Academy.

“This organization does such phenomenal work in and around the community and our committee seeks to be part of their service to the needy,” she said.

Medgar Evers Dr. Waleek Boone said that “the students who had the opportunity to attend and receive toys and care packages on Wednesday, December 20, 2023, during Medgar Evers College Annual Holiday Pantry, Toys and Winter Care Packages Giveaway, we would like to thank the CWA (Communications Workers-America) Local 1180 for your contributions to making this event a success. We were able to provide services to over 100 students with one to two children in the household faced with financial hardship. Thank you again for your generous donations toward the success of this event and we look forward to working with you on future events for our students and campus community”.

The committee received a late request for toys from the Summit Academy Charter School, however, because toys were still being donated after the cutoff date, We were able to donate to this school and they were pleased to receive support from CWA Local 1180.

As always, the committee’s mission as in the past is to make an impact on the lives of families that needed a helping hand this holiday season. While demonstrating a true committee spirit, fortitude and figure out how we can make dreams come true for families in the borough of Brooklyn.

Special thank you goes to CWA Local 1180 staff Ranjee Rajkumar, Clint John, Nicolas Garcia, and Ashley Kumar for their assistance with the collection and distribution of toys.





# BARGAINING UPDATES



**Audubon:** “Slowly but surely” is the name of the game with Audubon bargaining. As negotiations inch closer to the three-year mark, both management and the Union have demonstrated a willingness to get the deal done. In the first two months of 2024, we have tentatively agreed to six proposals, a far cry from it taking six months to get our first TA. This brings our total number of agreed upon proposals to 21. While we have a decent amount of proposals left, we are fairly close on a number of them. As always, the big ticket items holding up the contract are salaries and health care, but Audubon management has had the Union’s proposals on both topics since Jan. 17, 2024. After considering them for more than a month, Local 1180 is expecting some significant movement from their last proposal. The next negotiation session is Tuesday, April 30.

**Tutor Associates:** Bargaining continues at a steady pace as management has taken the best strategy one can have during negotiations: “trying to get it done.” Sixteen proposals have been passed across the table and four of them have been tentatively agreed to with some others coming close. Both sides have made a commitment to try to get an agreement within the first or second quarters of 2024 making it some of the faster bargaining. A testament to what can happen when management isn’t in denial about the workers’ power as a shop and the money that can be saved by not messing around.

**Physicians for Human Rights:** In a stark contrast to their incredible work amplifying the voices of marginalized people across the globe, Physicians for Human Rights management has been slow to respond to their own workers’ demands at the bargaining table. At a meeting for members and supporters in February, PHR staff got together to send a clear message: we are the union, and we demand a fair contract! We are optimistic that management will answer members’ calls for a productive and cooperative dialogue to arrive at a fair contract.

**Open Society Foundations Restructure:** At the end of 2023, CWA and OSF came to an agreement on an unprecedented separation agreement. Although OSF would be laying off upwards of 40% of their staff across the entire organization, the Union was able to negotiate a minimum of half a year’s worth of paid healthcare, and one and a half months worth of severance for every year worked with a minimum of four and a half months. One of the reasons why this deal is so good, is because the hell that workers at the organization have had to go through. For the second time in 2 years, staff at the Open Society Foundations have had to reapply for jobs that they already hold, and with each restructure compete with their colleagues for fewer positions. Despite espousing profane amounts of confidence, the Union has had to check them several times on failing to provide contractually obligated interviews for staff that meet the minimum qualification, curbing managers attempting to hand pick their favorites and pushing an equitable staffing process illustrating that the Union isn’t just for contract negotiations, but a vital component of upholding the day-to-day best practice of our shops running.



▲ Bird Union Mobilizer Member Sarah Friedman and CWA 1180 Private Sector Staff Rep Chris Thomas attended Audubon’s Annual Meeting of Members on February 22nd to remind management that the Union will be everywhere they are. We were tickled by the sight of a security guard outside of the meeting, as we like management to be a little scared of our Union power, even when we are being polite.



▲ Bargaining Committee Members Hannah Dunphy and Lindsey Green with Local 1180 Private Sector Staff Reps Tomas Laster and other PHR members demand a fair contract.

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

**Nov. 28, 2023**

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

Executive Board Members in Attendance:

**Officers**

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

**Members-At-Large**

Amica Benjamin, Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Hazel O. Worley, Venus Colon-Williams

**PRESIDENT'S REPORT**

Minutes of the Oct. 26, 2023, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

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

Oct. 30 — Joined in a telephone interview with Joe Maniscalco.

Nov. 1 — Chaired the weekly Communications meeting with Marci Rosenblum, followed by the CWA Local 1180 weekly staff meeting. Later that day, she participated in the Paths, Obstacles and Strategies for Developing Your Leadership.

Nov. 2 — HPD Employee Recognition. Later that day, participated in the NYCTA and B&T Kronos timekeeping update.

Nov. 7 — Joined in a conference call with New York City Council Speaker Adrienne Adams.

Nov. 8 — Participated in the CWA 1180 Microsoft Teams Meeting. Later that day, participated in conversations regarding Israel-Palestine conflicts by Hamas in our Non-Profit Shops.

Nov. 9 — Joined in the Audubon Campaign call. That evening, she participated in the Wolf Popper 75th Anniversary Celebration.

Nov. 13 — Met with MTA to discuss the Collective Bargaining Agreement. That evening, she chaired the CWA Local 1180 General Membership meeting prep. Note: today NYC Mayor Adams and ACS Commissioner Dannhauser presented one of our own, Shirley Williams, a Bronx native, with a proclamation for 70 years of dedicated City service. CWA 1180 will honor her at a later date.

Nov. 14. — Participated in the NYCERS Employee Recognition Ceremony. Later that day, she chaired the CWA 1180 Weekly Trustees meeting.

Nov. 15. — Met with HRA Commissioner Molly Wasow Park regarding issues impacting our members.

Nov. 16 — Met with DCAS regarding which agencies will participate in telework and when it will be implemented. Agencies will submit names of eligible workers

to the local for review/approval then forwarded to OLR for final approval. Later that day, she participated in the CWA National Executive Board meeting. That evening, she chaired the CWA 1180 General Membership meeting.

Nov. 27 — Chaired special Trustees meeting. Later that day, she joined the CC legislative call.

Nov. 28 — Participated in the Part-Time Mobilizer interview. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated Nov. 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the November 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

**FIRST VICE PRESIDENT'S REPORT**

Oct. 30 — Hosted the Civil Service Q&A Webinar.

Nov. 27 — Hosted the NYCERS Pre-Retirement Webinar.

Additionally, he attended the Staff meeting, Trustee's meeting, Central Labor Council meetings, District 1 meetings, Executive Board meeting, and General Membership meeting.

First Vice President Brown reported the New York City Council elections went well. For the November general election, we will have to work on getting back the House of Representatives.

With no further business, a motion was duly made, seconded, and carried to accept the First Vice President's report.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman presented the Staff Reps October 2023 Activity Report.

Agency Walk-throughs . . . . .	2
Appointments . . . . .	2
Arbitration . . . . .	2
Conference Calls . . . . .	9
Counseling/Warning Sessions . . . . .	1
EEO Investigation/Interview . . . . .	3
Emails . . . . .	1,668
Health & Safety Meetings . . . . .	1
Hearing Preparation . . . . .	14
Hearings . . . . .	5
Hiring Pools . . . . .	1
Investigative Hearings/ Meetings . . . . .	6
Labor Management Meetings . . . . .	4
OATH . . . . .	4
OSI Interview (DOE) . . . . .	170
Phone Calls . . . . .	289
Shop Steward Training . . . . .	4
Site Meetings . . . . .	12
Supervisory Conferences . . . . .	10
Walk-ins . . . . .	1

**Site Meetings**

Dept. of Education (10/13/23)  
65 Court St., Brooklyn

H + H Coler Hospital (10/24/23)  
400 Main St., Roosevelt Island

H + H Cumberland Hospital (10/23/23)  
100 N. Portland Ave., Brooklyn

H + H Gouveneur (10/17/23)  
227 Madison St., Manhattan

H + H Jacobi Medical Center (10/6/23)  
1400 Pelham Pkwy. S., Bronx

HRA (10/17/23)  
150 Greenwich St., Manhattan

HRA/HASA (10/30/23)  
1790 Grand Concourse, Bronx

HRA/MAP (10/5/23)  
505 Clermont Ave., Brooklyn

HRA/OCS (10/30/23)  
150 Greenwich St., Manhattan

Office of Administrative Trials & Appeals (10/12/23)  
1 Centre St., Manhattan

Parks (10/27/23)  
Arsenal 24 W. 61 St., Manhattan

Seaview Hospital (10/16/23)  
460 Brielle Ave., Staten Island

Second Vice President Foreman reported her schedule as follows:

Oct. 27 — All-Staff Meeting

Oct. 28 — Attended Day 2 of the New Shop Steward Training

Oct. 30 — Attended PHEW PHERN Meeting

Nov. 2 — Attended HPD Employee Recognition Day

Nov. 8 - Nov. 13 — Attended the CLUW Convention in Minneapolis Minnesota

Nov. 13 — General Membership Prep

Nov. 14 — Participated in the Special Trustees Meeting Rx Options

Nov. 15 — Labor Management Meeting with HRA/DSS Commissioner Parks. Later that day attended a Labor Management Meeting with DEP Commissioner Aggarwala regarding strategic planning.

Nov. 16 — DCAS Labor Management Meeting regarding Telework agreement. Later that day conducted an emergency Staff Rep meeting to go over the Telework approval process. Participated in last General Membership Meeting at TWU Local 100.

Nov. 22 — Attended a walk-through with Staff Representative regarding a member at HPD.

Nov. 27 — Attended Harlem Hospital Site Meeting and attended a special Trustees Meeting.

Nov. 28 — Attended North Central Bronx Site meeting and that evening participated in the CWA 1180 Executive Board meeting.

With no further business, a motion was duly made, seconded, and carried to

accept the Second Vice President's report.

**SECRETARY-TREASURER'S REPORT**

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for October 2023. She advised that the T.D. checking account has a balance of \$771,346.70 as of C.O.B November 28, 2023.

Secretary-Treasurer Robin Blair-Batte reported the following member activity for October 2023:

New Member Enrollments . . . . .	11
Active Deceased . . . . .	1
New Retirements . . . . .	24
Retiree Deceased . . . . .	8
Total Active Members . . . . .	8,438
Total Retired Members . . . . .	6,863

Secretary-Treasurer Blair-Batte reported CWA 1180 Mobilizer Leslie Fine will be leaving at the end of the month. We wish her well in her new position.

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

**RECORDING SECRETARY'S REPORT**

Recording Secretary, Lourdes Acevedo continues contributing to the CWA Local 1180 Trustee meetings, General Membership meeting and Executive Board Meeting.

**MEMBERS-AT-LARGE REPORTS**

**Hazel Worley** announced the Civil Rights and Equity Committee/Community Service Committee is planning on hosting the Festival of Cultures on 6/29/2024.

**Denise Gilliam** announced the Women's Committee is planning the Red Velvet Sneaker Ball on 3/16/2024. Additionally, she announced she is stepping down as the Women's Committee Chair and recommended Debra Busacco as the new Chair, Debra Valentin as Treasurer, and Kelly Nixon as Secretary. A motion was duly made, seconded, and carried to accept Denise's recommendations.

**Venus Colon Williams** announced she has stepped down as the Hispanic Committee Chair and recommended appointing Rosario Roman as her replacement and Amica Benjamin as the Hispanic Committee Co-Chair. A motion was duly made, seconded, and carried to accept Venus's recommendations.

**Amica Benjamin** attended the following: 10/27 — CBTU Scholarship Dinner Dance; Participated in the Hispanic Committee honoring Venus Colon Williams for her dedicated service to our members; participated in the NYCERS Pre-Retirement Webinar; 11/17 — contributed to the Brooklyn Fill the Fridge Event; and 11/28 — CWA 1180 Executive Board Meeting.

**Rosario Roman** thanked President Middleton and Venus Colon Williams for selecting her as the Hispanic Committee Chair and Amica Benjamin Co-Chair.



# EXECUTIVE BOARD MEETING MINUTES

**Debra Paylor** attended the following: 10/30 — Monthly PHERN call; 11/1 — CWA Maximus Virtual Rally; 11/16 — General Membership meeting; 11/18 — CBTU Monthly meeting; 11/21 — Manhattan Borough Community Coordinating Committee meeting; 11/27 — Harlem Hospital Site meeting; and 11/28 — CWA 1180 Executive Board Meeting.

**Helen S. Jarrett** attended the following: 10/27 — CBTU Scholarship Dinner Dance; 10/28 — Shop Stewards Training Part 2 of 2; 10/29 — UFT/A.P.R.I. — Teacher's Recognition Day; 10/30 — PHERN monthly call; and 11/28 — CWA 1180 Executive Board Meeting.

**Greg Smith** announced the Men's Committee met 11/8. The committee is starting to pick up with consistent attendance and participation in other events being offered by the various committees. Members are showing interest in becoming shop stewards for their work locations.

Next meeting date of the Executive Board is Dec. 12, 2023.

Motion was duly made, seconded, and carried to adjourn at 7:57 p.m.

Respectfully submitted,

Lourdes Acevedo  
Recording Secretary

## Dec. 12, 2023

Meeting called to order at 6:21 p.m.

Executive Board Members in Attendance:

### Officers

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

### Members-At-Large

Amica Benjamin (via telephone),  
Ranston Foster, Denise Gilliam, Helen S. Jarrett, Debra Paylor, Rosario Roman, Gregory Smith, Hazel O. Worley, Venus Colon-Williams

### PRESIDENT'S REPORT

Minutes of the Nov. 28, 2023, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

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

Nov. 29 — Chaired the weekly Communications and Local Staff meetings.

Nov. 30 - Dec. 5 — Attended the Annual NYSPEC Conference.

Dec. 6 — Attended CWA National Executive Board meeting in Washington, DC.

Dec. 7 — Joined in the Audubon Campaign call

Dec. 8 — Chaired special Trustees meeting

Dec. 11 — Attended Eleanor's Legacy Reception honoring the Hon. Carolyn Maloney, Melinda Person, and Mary Trump

Dec. 12 — Chaired the CWA 1180 Executive Board Meeting

President Middleton distributed and discussed the status reports dated Nov. 1, 2023, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. Additionally, she distributed and discussed the Dec. 4, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director. Lastly, she distributed and discussed the Migrant Surge Response Toolkit.

President Middleton announced that she has been nominated by NYS Attorney General Letitia James to run as a delegate for the National Democratic Convention in August 2024 in Chicago, Illinois.

President Middleton announced that the swearing in of the newly elected Executive Board will be held on Jan. 26, 2024, during the Annual Appreciation Reception.

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

### FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown reported that Queens Congressman George Santos (R) was expelled from office, leaving a vacant seat. Tom Suozzi (D) is running for that open seat in a special election on Feb. 13, 2024. Motion was duly made, seconded, and carried for CWA Local 1180 to endorse Tom Suozzi. NYS Gov. Kathy Hochel is currently working on the logistics for the implementation of congestion pricing.

Additionally, he attended the Staff meeting, Trustee's meeting, Central Labor Council meetings, District 1 meetings, Executive Board meeting, and General Membership meeting.

With no further business, a motion was duly made, seconded, and carried to accept the First Vice President's report.

### SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman presented the Staff Reps November 2023 Activity Report.

Agency Walk-throughs . . . . . 4  
Appointments . . . . . 2  
Arbitration . . . . . 3  
Command Disciplines (CD) . . . . 3  
Conference Calls . . . . . 4  
Counseling/Warning Sessions . 2  
EEO Investigation/Interview. . . . 1  
Emails . . . . . 1,282  
G.O. 15 (NYPD) . . . . . 2  
Health & Safety Meetings . . . . . 1  
Hearing Preparation . . . . . 8  
Hearings . . . . . 7  
Investigative Hearings/

Meetings . . . . . 1  
Labor Management Meetings . . 13  
New Member Orientation . . . . 2  
OATH . . . . . 2  
Off-site Member Meetings . . . . 3  
Phone Calls . . . . . 432  
Site Meetings . . . . . 10  
Supervisory Conferences . . . . . 3

### Site Meetings

Dept. of Buildings (11/21/23)  
280 Broadway, Manhattan

Dept. of Finance (11/16/23)  
1 Centre St., Manhattan

Dept. of Finance (11/3/23)  
3030 3rd Ave., Bronx

DOT (11/28/23)  
3402 Queens Blvd., Long Island City

DSS/HASA (11/13/23)  
33-28 Northern Blvd., Long Island City

H + H Harlem Hospital (11/27/23)  
506 Lenox Ave., Manhattan

NYC Housing Authority (11/17/23)  
1200 Waters Pl., Bronx

NYC Housing Authority (11/20/23)  
787 Atlantic Ave., Brooklyn

Parks (11/17/23)  
83-30 Park Ln., Kew Gardens, Queens

Parks (11/27/23)  
1 Bronx River Pkwy., Bronx

Second Vice President Teesha Foreman participated in the Public Speaking Training; PEC Conference. Additionally, on Dec. 12 she participated in the CWA 1180 Executive Board meeting. Currently she is working on the Telework Process Policies & Procedures. With no further business, a motion was duly made, seconded, and carried to accept the Second Vice President's report.

### SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for November 2023. She advised that the T.D. checking account has a balance of \$693,876.51 as of C.O.B Dec. 12, 2023.

Blair-Batte reported the following member activity for November 2023:

New Member Enrollments . . . . . 10  
Active Deceased . . . . . 1  
New Retirements . . . . . 14  
Retiree Deceased . . . . . 6  
Total Active Members . . . . . 8,465  
Total Retired Members . . . . . 6,868

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

### RECORDING SECRETARY'S REPORT

Recording Secretary Lourdes Acevedo announced that after 12 years of service, this is her last meeting as the Recording Secretary. She thanked President Middleton and the entire Executive Board.

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

### MEMBERS-AT-LARGE REPORTS

**Hazel Worley** announced that this will be her last meeting as an Executive Board member. However, she will still play an active role in the Civil Rights and Equity Committee/Community Service and Brooklyn Borough Community Committees. She announced that plans are ongoing for Festival of Cultures on June 29, 2024. Additionally, she announced that the Brooklyn Borough Community Committee meeting was held on Dec. 4, and the Civil Rights and Equity Committee hosted a Friends and Family Bowling Game night on Friday, Dec. 1. Motion was duly made, seconded, and carried to accept Hazel O. Worley's report.

**Denise Gilliam** announced that this will be her last meeting as an Executive Board member. Motion was duly made, seconded, and carried to accept Denise Gilliam's report.

**Amica Benjamin** attended the following: 11/28 — CWA 1180 Executive Board Meeting; 11/30 — Red Carpet Event (Make the Grade); 12/1 — Community Bowl; 12/5 — Committee on People with Disabilities meeting; 12/7 — CLUW meeting; 12/8 — DOT holiday event; 12/11 — Brooklyn BCCC; and 12/11 — PHERN Call.

A motion was duly made, seconded, and carried to accept Amica Benjamin's report.

**Helen S. Jarrett** attended the following: 12/1 — Community Bowling; 12/2 — Congresswoman Yvette D. Clarke event; 12/8 — Department of Transportation event; 12/10 — Emerging Leaders 100 & Investiture of Judge Lola Waterman; and 12/12 — December Executive Board meeting.

A motion was duly made, seconded, and carried to accept Helen S. Jarrett's report.

**Greg Smith** presented Lourdes Acevedo a plaque acknowledging her 40 years of service and for her work as a Shop Steward. Lourdes thanked everyone. Gregory announced that the Men's Committee meetings are very productive and increasing in membership. A motion was duly made, seconded, and carried to accept Gregory Smith's report.

### GOOD & WELFARE

Retiring Executive Board members Venus Colon-Williams, Lourdes Acevedo, Hazel O. Worley, and Denise Gilliam were each presented with a plaque for their dedication, commitment, and years of service on the Executive Board.

Next meeting date of the Executive Board TBD.

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

Respectfully submitted,

Debra Paylor  
Recording Secretary



# UPCOMING EVENTS

A few of Local 1180's upcoming events and webinars are shown below. 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.



**LOCAL 1180 HOME OWNERSHIP VIRTUAL WEBINAR**

Purchasing a home can be one of the most stressful times in life. Local 1180 is here to help. Whether you are buying your first home or your third, this Home Ownership Seminar will give you some helpful pointers in obtaining a mortgage, refinancing, necessary documentation, insurance, and more.

Find out about the Local 1180 Legal Program that assists with closing costs.

**SATURDAY MAY 18**  
10 a.m. - 12:30 p.m.

**REGISTER NOW**  
USING A PERSONAL EMAIL ADDRESS  
Registration **Definitively Closes** on Fri., May 17 @ 1 p.m.

CWA Local 1180 | 9 Raritan St., New York, NY 10013 | Gloria Madoffen, President | cwa1180.org



**NAMI National Alliance on Mental Illness WALK 2024**

**SUNDAY MAY 19**  
11 A.M. - 2 P.M.

The Committee on People with Disabilities will be participating in the 2024 NAMI Walk.

**MEET-UP LOCATION:**  
10 A.M.  
South St. Seaport (Pier 16-17)  
89 South St., New York, NY

Anyone looking to participate either by walking or roller skating, see us at [cwa1180.org](http://cwa1180.org)

**TEAM NAME:** CWA Local 1180  
**TEAM CAPTAIN:** Amica Benjamin & Carol Justice

Contact Amica Benjamin  
**347.751.4625**  
[abbenjamin@cwa1180.org](mailto:abbenjamin@cwa1180.org)

CWA Local 1180 | 9 Raritan St., New York, NY 10013 | Gloria Madoffen, President | cwa1180.org



**CWA LOCAL 1180 Summer Camp SCHOLARSHIP APPLICATION**

Union member's dependent must be active for supplementary benefits to get a \$100 scholarship toward the camp of their choice.

Click "Apply Online" button to begin the application process.

**APPLICATION DEADLINE**  
**June 28, 2024**

**CLICK HERE TO APPLY ONLINE**

Register your child at the camp you have chosen. Due to high volume and the "first come, first served basis" at camps, we request you complete the application as soon as possible. All scholarship checks are sent directly to the camp.

For more information or questions, contact  
Hazel O. Wesley at [hawesley@cwa1180.org](mailto:hawesley@cwa1180.org) or 646.704.1817

CWA Local 1180 | 9 Raritan St., New York, NY 10013 | Gloria Madoffen, President | cwa1180.org

# CONDOLENCES

**Condolences to Gwen Richardson** (former Recording Secretary) on the passing of her oldest son Derrick St. Clair.

**Condolences to the family of Joanelle Donald** (PAA — DEP) who passed away on March 3, 2024. She was born on Dec. 11, 1981, and worked for the City of New York for four years with BCS in the Brooklyn and Staten Island clerical offices.



# IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Dorothy Avent	Dept. of Social Services	2/11/2024
Yvonne Beazer	Dept. of Social Services	1/4/2024
Karen Brown	Dept. of Health & Mental Hygiene	2/23/2024
Rachel Brown	Dept. of Social Services	3/19/2024
Marie Camuti-Russo	Police Department	1/26/2024
Paula Collins	Dept. of Social Services	1/25/2024
Theresa Coxfield	Dept. of Social Services	1/5/2024
Sheila Doktor	Department of Education	2/7/2024
Jodie Goodman	Police Department	1/2/2024
Sol Gutenberg	Dept. of Social Services	3/18/2024
Stephanie Hamilton	Dept. of Social Services	1/27/2024
Rhonda Harris	Housing Preservation & Development	2/20/2024
Harvey Hyman	Dept. of Environmental Protection	12/24/2023
Mamie Jones	Dept. of Social Services	12/17/2023
Ellen Lee	Department for the Aging	2/11/2024
Katherine Mc Donough	Department of Education	1/28/2024
Eleanor Mears	Bellevue Hospital	2/12/2024
Eleanor Melcer	Department of Education	1/16/2024
Helen Mitchell	Dept. of Environmental Protection	1/12/2024
Carol Patane	Finance Administration	2/26/2024
Mary Perez	Lincoln Medical & Mental Health Center	12/8/2023
Angela Picataggio	Dept. of Social Services	1/18/2024
Mercedes Pitrez	Dept. of Social Services	1/13/2024
Carole Powell	Dept. of Sanitation	3/16/2024
Doreen Robinson	Dept. of Social Services	1/26/2024
Rhoda Rosenblatt	Police Department	3/13/2024
Marjorie Rouse	NYC Taxi & Limousine Commission	1/18/2024
Ada Seckofsky	Health & Hospital Corp	12/22/2023
Rena Spearman	Dept. of Social Services	12/3/2023
Marie Thompson	Dept. of Social Services	1/19/2024
Bernice Williams	Finance Administration	1/24/2024





## Communications Workers of America Local 1180

6 Harrison Street, New York, NY 10013-2898

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## NYS ATTORNEY GENERAL SWEARS IN NEW LOCAL 1180 EXECUTIVE BOARD



Local 1180 Officers and Executive Board members were sworn into office on Friday, Jan. 26 by NYS Attorney General Letitia “Tish” James. President Gloria Middleton, now serving her third term as president, said having James on hand for the swearing-in made the event even more special. “It’s an honor to continue serving our members. I look forward to building on the momentum from the past six years that I’ve been your president,” Middleton said. “I am honored that the Attorney General took time from her schedule to swear us in.”

