



COMMUNIQUE

LOCAL 1180
finalizes
PAA et al
contract
WITH CITY



**Members
Now Need
to Ratify**

Local 1180 President Gloria Middleton (left) with Renee Campion, Office of Labor Relations Commissioner, upon finalizing the new PAA et al contract. Details page 6.

ON WASHINGTON

MARCH

60th Anniversary Spotlights Unfinished Goals

Martin Luther King, Jr.'s 1963 March on Washington for Jobs and Freedom brought attention to the country's inequalities at that time when jobs, voting rights, social justice, and police brutality were far different for Black Americans than everyone else. It was at that pivotal event on Aug. 28, 1963, in Washington, D.C. that King gave his famous "I Have a Dream" speech calling for civil and economic rights and an end to racism in the United States.

Yet, 60 years later, as tens of thousands of Americans, including 100 representing CWA Local 1180, marched on Washington once again, little has changed.

"No matter how far our country has come in terms of advancing equality for all, there are growing fears and a lot of reality that our nation is actually taking giant steps backward when it comes to the rights of all Americans, and particularly for people of color," said **Local 1180 President Gloria Middleton**. "It's as if Dr. King's dream was actually just a dream."

This year's 60th anniversary event on Saturday, Aug. 26 — now just called the March on Washington — took place at the Lincoln Memorial. It was not a commemoration but a continuation of Dr. King's vision of equal rights. The five-hour event focused on systemic racism, voting rights deterioration, hate crimes, gun violence, and more — all civil rights

abuses that should not need to be discussed any longer — not because they aren't important, but because they should no longer exist as issues.

"What's going on in our country for Black Americans is what led to this year's enormous turnout once again for the March on Washington," said **Hazel Worley, Local 1180 Member-at-Large and Chair of the union's Civil Rights & Equity/Community Services Committee**. Local 1180 has participated in all the anniversary marches starting with the 25th anniversary, and has sponsored up to six buses to bring members and their families to Washington.

"While Dr. King paved the way for so much of what we have today, we have a long way to go in order to really fulfill his dream," Worley said.

What started as just Local 1180 Civil Rights & Equity Committee members attending the march has now turned into members signing up with their children, grandchildren and other family members in tow, all of whom met at the union at 3 a.m. before heading out to Washington where they received their Local 1180 T-shirts, plenty of food and drinks, and a lot of inspiration.

Administrative Manager Earlene Powell (DOT) signed up to march with Local 1180 and brought her sister Eleanor Patterson.

"I was honored that the union offered members the opportunity to take part in this historic event. I went to Washington with my sister; we went for our family members who could not go. We went to be counted because we matter," Powell said. "We know we have a long way to go but it's better in numbers when you are putting up a fight."

Powell said the country needs to stop backtracking if Dr. Martin Luther King Jr.'s dream is going to actually come to fruition.

"So many people before us fought to have rights we struggle to maintain today. It's crazy to think we still need to fight for the right to vote and hear about the games being played to take away minority rights to vote," Powell said. "I loved seeing everyone come together united for one cause — the freedom and

WASHING TON

By Marci Rosenblum
Local 1180 Communications Director

liberty of all people. Deep In my heart I do believe we shall overcome one day.”

Sixty years ago, more than a quarter million people participated in the historic event organized by leaders of the six prominent civil rights groups at the time that joined forces. More than 3,000 reporters covered the event.

How that march came to be at a time when many Blacks were afraid to gather en masse for fear of retaliation is quite the feat.

According to history.com, in 1941, A. Philip Randolph, head of the Brotherhood of Sleeping Car Porters and an elder statesman of the civil rights movement, had planned a mass march on Washington to protest Black soldier’s exclusion from World War II defense jobs and New Deal programs.

A day before the event, however, President Franklin D. Roosevelt met with Randolph and agreed to issue an executive order forbidding discrimination against workers in defense industries and government and establishing the Fair Employment Practice Committee (FEPC) to investigate charges of racial discrimination. In return, Randolph called off the planned march.

In the mid-1940s, Congress cut off funding to the FEPC, and it dissolved in 1946. It was another 20 years before the Equal Employment Opportunity Commission (EEOC) was formed to tackle some of the same issues.

In 1963, in the wake of violent attacks on civil rights demonstrators in Birmingham, Alabama, momentum built for another mass protest on the nation’s capital. While Randolph was planning a march for jobs, Dr. King and his Southern Christian Leadership Conference (SCLC) were planning one for freedom. The two groups merged their efforts with four other civil rights groups into one mass protest that became the famous March on Washington. At that time, it was the nation’s largest civil rights demonstration, with people gathering from around the world to show support for all civil freedoms for Black people at a time when the country was bitterly divided along racial lines — with segregation still legal.

The gathering was an act of solidarity unlike anything that had been seen before. The need for change then still rings out today.

This year’s march included a more diverse group of speakers than 60 years ago, including women, actors, and even a Parkland school shooting survivor, who brought to light more varied topics, all of which piggy-back on the issues facing Black Americans today.

For many, the march was a sad reminder of how much work has yet to be done.

New laws across the country are attempting to erase many of the gains made with the 1964 Civil Rights Act and the 1965 Voting Rights Act. A year of rulings by the Supreme Court of the United States’ that set back affirmative action and access to abortion, and national legislation have tampered with racial progress. A resurgence of white nationalists is contributing heavily to the anti-Black rhetoric. In fact, their hatred of anyone outside the parameters of pure “white”, including Asians, Hispanics, and Jews, has led to increased violence countrywide.

This anti-Black rhetoric is even spilling into the classroom where the history surrounding Blacks and slavery is now being banned from certain school curriculum in states like Florida and Arkansas, which aim to erase that important part of history. (read *President Gloria Middleton’s column on page 6 for more on this topic.*)

In one speech to the overflowing crowd, Ashley Sharpton, an activist with National Action Network, said that Americans need to “turn demonstration into legislation,” and **Local 1180 Second Vice President Teesha Foreman** agrees wholeheartedly.

“We cannot allow the sacrifices of our ancestors and the steps we have taken for equality to be in vain,” Foreman said.

“We must increase our efforts as a unified group to stop the ongoing attacks on our ballots, our books, and even our bodies, and remind our country as a whole that all men and women are created equal regardless of race, religion, or gender identity.”

So many factors in addition to slavery contribute to the Black American struggle. Systemic racism, of course, leads the way. While poverty rates for Black Americans have fallen in the decades since the first March on Washington, the rates are still high in comparison to other races. Data from the U.S. Census Bureau shows that the Black poverty rate in 2019 was 18.8%, the lowest observed since poverty estimates were first produced for this demographic in 1959. However, the non-Hispanic white poverty rate for the same time period was at 7.3%.

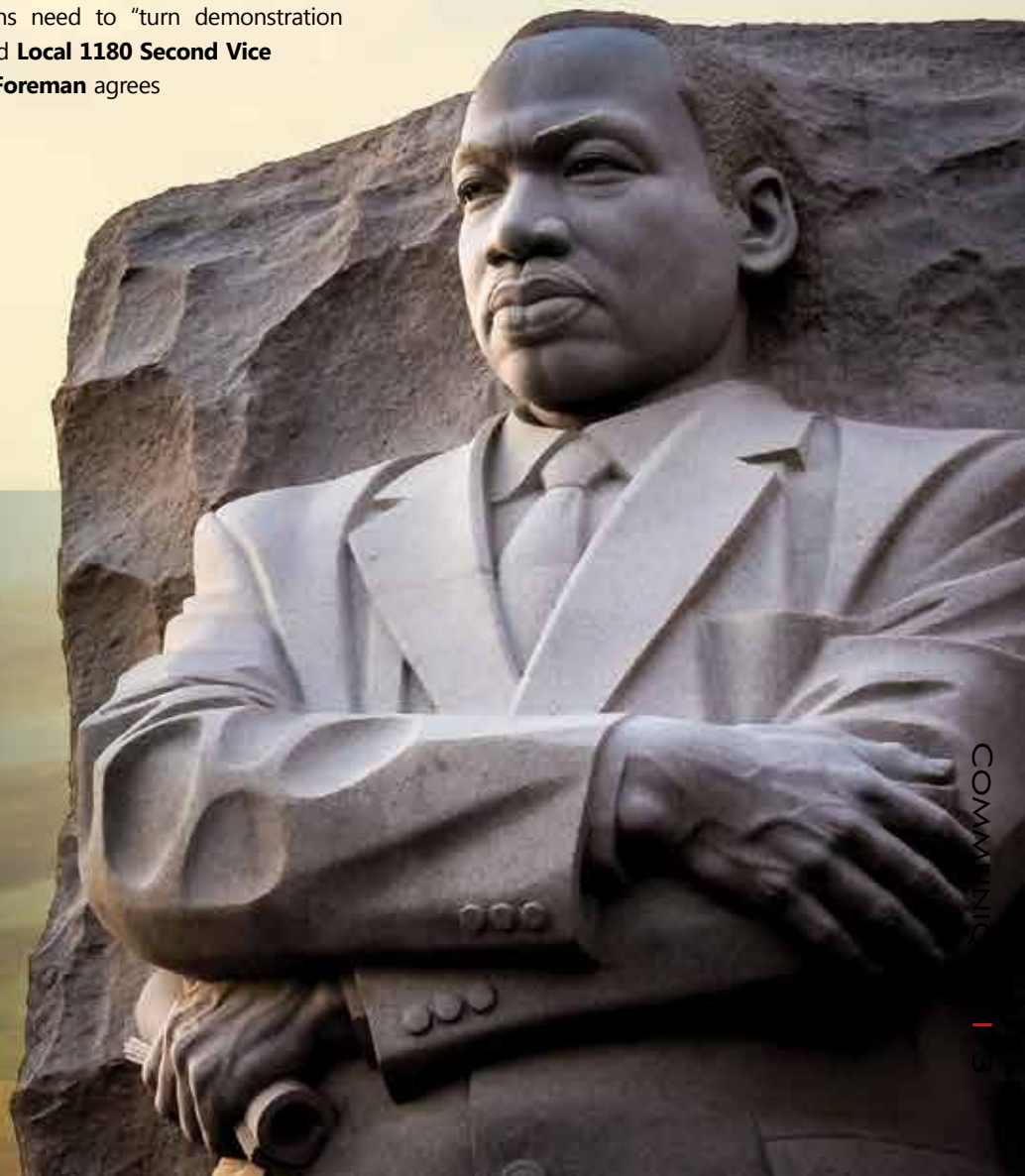
Mortality rates also are disproportionately high among Black women with other racial disparities in health care widespread.

Sixty years ago, Dr. King spoke of an American dream. Sixty years later, the country is far from reaching that dream. The 60th anniversary march was yet another reminder of how much work has yet to be done.

“With all positive strides we have made, Blacks still have the highest rate of poverty. We face racial discrimination in our justice system, our school systems, and our health care system. We will keep marching on Washington until there is no longer a need to be there. We have to keep up the fight even when there is no official march,” Middleton said. ■

“I have a dream that one day on the red hills of Georgia, the sons of former slaves and the sons of former slave owners will be able to sit down together at a table of brotherhood.”

— *I Have a Dream,*
Rev. Dr. Martin Luther King, Jr.



MARCH ON WASHINGTON



WHY I marched...



“ I chose to attend the March on Washington to stand up for equality, jobs, and freedom for all. The March meant to me in unity there is so much strength and that things can get done. I thought the March was liberating, and it resonated with me. I was so glad I came to experience such a historical experience.

– Doris Diggs (PAA, DEP)



“ As affirmative action, abortion rights, and now voter rights slipped through our hands like sand, I felt compelled to participate. It is a sense of duty and honor to carry the torch for my family members who marched in Selma, Alabama, on Bloody Sunday in 1965. I can't let my ancestors' sacrifices be in vain.

– Yolanda White (PAA, DOE)



“ I was privileged to be at the original March on Washington on Aug. 28, 1963. I was 16 years old and went down with my church. I marched with CWA 1180 for the 50th and now the 60th Anniversary. I am so happy to say, 'What a wonderful union I have!' Thank you, CWA, for enriching my senior years!"

– Sandra Walker (Retiree, FDNY)



“ I would like to thank my union for allowing three generations — my grandmother, mother, and myself to make this awesome trip to the March on Washington. It was an honor 60 years later to be able to bring not only my parents but the matriarch of our family, my grandmother, who, like many others, watched and listened to Martin Luther King Jr. There were many issues during the Civil Rights Movement that we still face today, 60 years later. We must continue to preach and "MARCH for PEACE and JUSTICE FOR All".

– Kay Thompson (PAAI, HRA, Medicaid)

LOCAL 1180 finalizes PAA et al contract WITH CITY

Members Now Need to Ratify

After months of back-and-forth negotiations with City officials on the PAA et al contract, Local 1180 finalized the terms in the late evening hours of Thursday, Sept. 14. **President Gloria Middleton** and Office of Labor Relations Commissioner Renee Campion sealed the deal that was mailed to those members covered by the contract for a ratification vote.

The Bargaining Committee met with the City for its first session on May 16, 2023. "We were able to come to terms in a relatively short timeframe. Other unions have barely started negotiations and others have been in talks for much longer than we were," Middleton said. "We are very pleased with the terms of this contract and **encourage members to vote for ratification.**"

2021-2027 Memorandum of Agreement: CWA Local 1180 and the City of New York

Term: 5 years and 6 months

12/13/2021-6/12/2027

General Wage Increases

Effective Date	General Wage Increases
Dec. 13, 2021	3.00%
Dec. 13, 2022	3.00% compounded
Dec. 13, 2023	3.00% compounded
Dec. 13, 2024	3.00% compounded
Dec. 13, 2025	3.25% compounded

Ratification Bonus

A lump-sum cash payment in the amount of \$3,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full-time per annum and full-time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

Additions to Gross

- Effective Dec. 13, 2025, the general wage increase provided for in Section 2(v) shall be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials,

advancement increases, assignment (level) increases, and certification, educational, license, evening, or night shift differentials.

- Section 4(i) does not apply to Recurring Increment Payments that automatically increase with wage increases.
- Section 4(i) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.
- Section 4(i) does not apply to the experience differential that automatically increases with wage increases.

Conditions of Payment

- The Lump sum cash payment pursuant to Section 3 of this 2021-2027 MOA shall be payable as soon as practicable upon ratification of this 2021-2027 MOA.
- The general wage increases pursuant to Section 2(i) and (ii) of this MOA shall be payable as soon as practicable upon the ratification of the 2021 ~2027 MOA.
- The general wage increases pursuant to Section 2 (iii), (iv) and (v) of this 2021-2027 MOA shall be payable as soon as practical after the effective date of such increases of the 2021-2027 MOA.

Welfare Fund Increase

Effective Dec. 13, 2025, there shall be a recurring \$167 per annum per employee (active and retiree) increase to the welfare fund contribution.

NYC H+H Assistant Directors of Hospitals

Effective June 1, 2022, the NYC H+H title Assistant Director of Hospitals shall be eligible to receive the existing CWA Local 1180 Experience Differential, Recurring Increment Payment, Longevity Increment and Annuity.

DOE School Business Manager

Effective Dec. 13, 2021, the DOE title of School Business Manager shall be eligible to receive the

CWA Local 1180 Experience Differential, Longevity Increment, and Recurring Increment Payment.

Coordinating Managers

Effective Dec. 13, 2021, any NYC H+H Assistant Coordinating Manager who receives the Experience Differential and who is promoted to Coordinating Manager after 12/13/2021 shall retain the Experience Differential upon promotion.

Administrative Managers (NM)

Effective Dec. 13, 2024, the title Administrative Manager (NM) shall be eligible to receive the CWA Local 1180 Experience Differential.

Work Flexibility Committee

The Parties agree to a remote work pilot consistent with the terms of the District Council 37 Remote Work Pilot dated May 31, 2023. The parties further agree to continue to discuss work flexibility measures to enhance the recruitment and retention of City employees and employee morale, including but not limited to compressed schedules and flexible scheduling.

Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the 2021-2027 MOA.

Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the 2021-2027 MOA.

Payroll

Effective upon ratification of this MOA, all employees who receive paychecks via direct deposit shall be opted out of receiving paper paystubs. Employees may choose to opt-in via NYCAPS or other appropriate method. ■



The Bargaining Committee, seated from left: **Member-at-Large Rosario Romano; First Vice President Gerald Brown; President Gloria Middleton; Second Vice President Teesha Foreman;** and **Secretary-Treasurer Robin Blair-Batte.** Standing from left: Statistician Alan Brawer, CWA District 1 Staff Rep Luis Benitez-Burgos; **HPD Shop Steward Debra Busacco; NYPD Shop Steward Crystal Johnson; DOC Shop Steward Mark Duke; H+H Elmhurst Shop Steward James Brown; Member-at-Large Gregory Smith; CRCB Shop Steward Mason Logie;** and **DOF Shop Steward Zenola Fields.**



GLORIA MIDDLETON

President

Being Woke Today Means Being Awake — Always

There is a problem in our country with being woke. It's not just an expression or a hashtag. In order to be woke, you have to actually be awake, not sleeping. You have to open your eyes to the reality of what's taking place in our education systems, our political arenas, and our society in general. You have to be aware of the dumbing down theory that far too many politicians hold by that is the deliberate oversimplification of intellectual content in education, literature, cinema, news, and culture.

Being woke is not new, however. It dates back as far as 1923, the earliest recorded usage of wokeness that can be interpreted to mean stay aware, rather than wake up. Woke appears in a collection by Jamaican philosopher and Harlem activist leader Marcus Garvey that included a call for Blacks across the world to open their eyes to racial enslavement and get involved in politics.

One hundred years later, this couldn't be more true.

As Black Americans and allies fight to bring attention to racial injustice, we are being urged to get and stay woke, get involved, and pay careful attention once again.

In order to be woke, you have to be awake, not sleeping. You have to open your eyes to the reality of what's taking place in our education systems, our political arenas, and our society in general.

At Local 1180, we talk all the time about the importance of politics, electing leaders who support the labor movement and what we believe in, making donations (monetary or volunteering), and voting. Yet, we still get asked, "Why".

You only need to look at what's been happening in Florida and other red states to fully understand.

Last year, Florida Gov. Ron DeSantis, now running for Republican nomination for president of the United States, signed into law the Stop the Wrongs to Our Kids and Employees (Stop WOKE) Act that prohibits any curriculum that could make students

feel they bear personal responsibility for historic wrongs because of their race, color, sex, or national origin. It also prevents businesses from using diversity practices or training that could make employees feel guilty for similar reasons.

This means not teaching about slavery because white students could possibly feel responsible for what their ancestors did or not teaching about the Holocaust because anyone of German descent might be guilt-ridden.

Bottom line is that Florida and other Republican states are clamping down on "woke indoctrination," mostly regarding race and gender. Text books that include topics of social justice and critical race theory are now banned.

While this might sound positive, the legislation is actually eliminating any real history that most Republicans do not personally believe in.

Stop WOKE is the typical dumbing down of America. Slavery? No such thing. Blacks have exaggerated what really happened to them. DeSantis is trying to whitewash history and make light of what really happened to Blacks prior to the Civil Rights movement, and even more recently.

Holocaust studies? That means talking about genocide and it's not a topic Florida believes is appropriate.

In fact, he was quoted as saying, "In Florida, our policy's going to be based on the best interest of Florida citizens, not on the musing of woke corporations."

I didn't know that being ignorant is in the best interests of anyone. Being ignorant of historical atrocities actually allows them to happen again.

While Florida might be the ringleader in this fight to eradicate true Black history, it is not alone. Dozens of states have adopted or proposed legislation to restrict the teaching of Black history. Since 2021, Republican leaders in 44 states have proposed legislation or policies restricting lessons about race and racism. According to Education Week, as of this past summer, 18 of those states have actual laws on their books.

Books about Black history are being banned from classrooms. Stories of Civil Rights

activists are no longer being discussed. LGBTQ+ authors have been pulled from classroom and library shelves. Advanced Placement African American courses are being canceled.

All of this in the supposed name of protecting children's innocence and comfort.

We need to meet this challenge head-on. We cannot sit back and do nothing because being complacent is just not an option. Teaching true and accurate Black history is not about making white children feel bad about what their ancestors might or might not have done. It's about learning from the past and making sure our young children of today realize we all bleed red from the inside regardless of the color of our skin on the outside.

As a pushback, there is a renewed urgency to teach Black history and return to inclusive lesson plans. History is not always pleasant, but it is real. Our teachers must be allowed to follow a curriculum that includes the teaching of all history, not a watered-down version. We must speak of inequality, racism, sexism, and other isms or our children will grow up ignorant. We will have no democracy. If there is fear in teaching the past, we will have no way of making a more positive future.

Americans have spotty knowledge of central facts about the history of slavery in America. According to the Teaching Tolerance Projects of the Southern Poverty Law Center, only about 8% of U.S. High school seniors can identify slavery as the central cause of the Civil War. The generations that lived through the most horrifying times in our past are dying off, leaving no one to tell the stories of what life was like. Without real history, we will be raising generations of ignorance.

Black history is American history. Learning about slavery is essential for us to bridge the racial differences that continue to divide our nation.

Just as it was in the mid-20th Century when Black people considered less than human, we must stay vigilant in a world stacked against us unless we do in fact want history to repeat itself. ■



2023 NYC Labor Day Parade



Dozens of Local 1180 members joined with Union Officers and the Executive Board to march in this year's Labor Day Parade on Sept. 9. All locals from CWA District 1 assembled on W. 45th Street hours before marching began for camaraderie and a celebration of what it means to be part of one of the largest labor movements in the country.

The theme of this year's parade was "We Organize, We Rise" and that is just what labor unions, including Local 1180, are doing as they claimed midtown Manhattan as theirs.

Local 1180 President Gloria Middleton said she was impressed with the turnout and the enthusiasm. "This is a day for us to celebrate labor and all our victories. So far this year, we have had many," she said. "We have excelled at organizing, we have made tremendous progress in resolving our PAA et al contract, and we have finalized contracts at many of our private sector shops. Throughout all of this, we have stood strong." ■



Local 1180 Program Helps Member **Eliminate \$236**

SHEILA NEWBERRY (Assistant Coordinating Manager — Woodhull Hospital) recently hit the jackpot to the tune of nearly a quarter million dollars. She wasn't at a casino in Atlantic City. She didn't travel to Las Vegas. She didn't even play any lucky numbers in the Powerball.

Newberry did go to a Local 1180 membership meeting in September 2022 — a meeting she hadn't plan on attending — that changed her life.

While driving home with her husband Victor on the afternoon of the meeting, a co-worker called Newberry and asked if she was in the vicinity of the Brooklyn Marriott where the Local 1180 meeting was taking place. As fate would have it, she was in the vicinity. Newberry's husband encouraged her to attend, and that is where her luck began.

In late 2022, Local 1180 implemented a new benefit for members and retirees with National Student Debt Forgiveness Center (NSDFC) that helps members eliminate portions of their college loan debt. Local 1180 promoted this benefit to members on the union's website, at meetings, and in weekly email blasts. Natalie Luongo, NSDFC's founder and a student loan consultant, was at that September meeting to further explain her company's services. As it turns out, Newberry had actually met Luongo years prior at a Woodhull Hospital presentation but thought student loan forgiveness was a scam, so she didn't pay attention to what NSDFC was offering.

This time, knowing Local 1180 was behind the program and offering it as a benefit, she approached Luongo about her student debt situation.

"I saw Natalie when she did a presentation about NSDFC at the meeting, and after it was over I went over and said, 'Hey, I know you,'" Newberry said. "I talked to her about the program and she told me that my union was offering this as a benefit to members. We talked about the debt I had accumulated and she said she could help me."

NSDFC, which specializes in federal student loan forgiveness programs and income-driven repayment plans, works with borrowers to help find the best option based on their unique circumstances for reducing monthly payments, partial debt forgiveness, or in the case of Newberry, total remaining loan forgiveness.

The two spoke at the membership meeting and according to Newberry, the conversation was one of the most beneficial she's ever had.

"I was so overwhelmed with all the loans I had, the paperwork I had to fill out, and just the whole process of student loan debt but Natalie told me not to worry," Newberry said. "She told me that her company would take care of everything, and they did. I just never imagined at that time how much they would really take care of."

Newberry, the youngest of 11 children, dropped out of high school after 10th grade because she believed she wasn't learning anything; the students at her high school spent more time hanging out in hallways than attending class. One of her older sisters (Diane), however, was not going to let Newberry continue her life without even a high school diploma, so she went on to earn her GED.

Through a series of fortunate circumstances, one of Newberry's co-workers at the time asked her if she would be interested in taking the entrance exam to attend the College of New Rochelle and work toward a bachelor's degree, something that would help Newberry advance in her career. Newberry said no but agreed to accompany her friend to take the test.

"I didn't know my friend had plans for me that I didn't even have for myself. She was planning all along for me to take that test, too," Newberry said.

Although she was hesitant to take a test for which she felt unprepared, once at the college, Newberry agreed to give it a try. While her friend unfortunately did not pass the test, Newberry passed with flying colors.

She enrolled at the College of New Rochelle to work toward her bachelor's degree, and this is when she began accumulating student loan debt. Her debt load grew when she went on to obtain her master's degree in public administration from Metropolitan College of New York, graduating in 2009. At this point, Newberry had multiple loans from her bachelor's and master's degrees. She knew it would take some time to pay off the balance, but figured the monthly payments would just come from her paycheck.

In addition, her youngest daughter attended Virginia State University for four years, and Newberry took out a Parent PLUS loan to help pay for her tuition as well.

"I had enough of my own debt but it was manageable until my daughter needed help paying for her tuition, too! A Parent PLUS loan on top of my own loans was a lot," Newberry said. "That's when my debt really started climbing. I was originally paying about \$272 monthly when I was just paying toward my undergrad loans, but I knew that was going to be a lot more with all the other loans."

Her total debt from her bachelor's degree was \$130,977, while her master's degree tacked on another \$35,980. The Parent PLUS loan added \$57,541, and by that point, interest had accumulated to \$12,112, but was still growing. Her total debt load prior to using the Local 1180 benefit and signing up with NSDFC? \$236,610!

"Sheila came over to speak to me after the 1180 general membership meeting," Luongo said. "As she explained her situation, I mentally checked off boxes for a new program called Limited PSLF Waiver. I knew she was going to qualify for a complete wipeout but we had a huge hurdle to overcome — TIME. The Limited PSLF Waiver program was over Oct. 31 and we spoke in September, leaving us a small window to get this done."

As Newberry began working with NSDFC, they provided her with documentation for signatures, verified all her information, obtained updated employment certificates, all while submitting everything before the Oct. 31 deadline.

The Public Student Loan Forgiveness Program, more commonly known as PSLF, was originally passed by Congress in 2007, was an incentive to draw educated workers like teachers and nurses into public service fields. However, it was plagued from the start by miscommunication from loan servicers and convoluted program requirements. A 2021 report from the nonprofit organization Student Borrower Protection Center noted that PSLF had a 98% rejection rate, so it was no wonder Newberry thought forgiveness was nothing more than a ruse.

She remembers the day she received a letter from MOHELA, her student loan servicer, letting her know that the balance of her student loan debt had been completely canceled.

"Congratulations! We completed our review of your repayment and qualifying employment history under the PSLF Program rules. We determined you have successfully met the requirements of the PSLF Program and your loans listed below have been forgiven. Thank you for your public service!" the letter read.

For anyone, this would have been a happy moment but for Newberry, receiving that letter was life changing.

610

of Student Loan Debt

To date, NSDFC has helped 470 Local 1180 members with debt totaling \$7,444,000. They have reduced that total debt to \$3,444,371, saving the average member \$43,580.

By Marci Rosenblum, Local 1180 Communications Director

"At first I didn't believe it. So, I called MOHELA my loan servicer to make sure I was understanding what the letter was saying. I started crying when I found out. I hit the jackpot. You know, it's amazing. Every time I tell somebody, they look at me and say, 'Are you kidding me? No, you're not telling the truth.' I said, 'Why would I lie about something like this?'"

Newberry's husband of 30 years couldn't believe it either.

"I called Victor to tell him and he was in shock. He didn't think it was true," she said. "He had me show him the letter when I got home from work and after he read it, he told me it was all legitimate. He said, 'Wow! This is unbelievable! He was truly ecstatic.' Standing in my kitchen, I began crying praising God thanking him for my blessing."

Victor had student loans himself, and although they paled in comparison to his wife's, they, too, were forgiven.

Victor, a former City bus driver, has been retired on disability for a while. Newberry said that even though she isn't quite ready to retire, the burden of student loan debt being lifted off her shoulders will allow for a much smoother transition to retirement when the time comes.

"I know it's amazing. I know it's true. Only God's grace allowed this to happen. That's what I know. That's all I can say, other than without my union, without Local 1180, I would not have had this opportunity."

Newberry said it was important to tell her story so other Local 1180 members would be encouraged to take advantage of the benefit and reach out to National Student Debt Forgiveness Center. She said she's been telling everyone she can about the program and encouraging them to contact NSDFC.

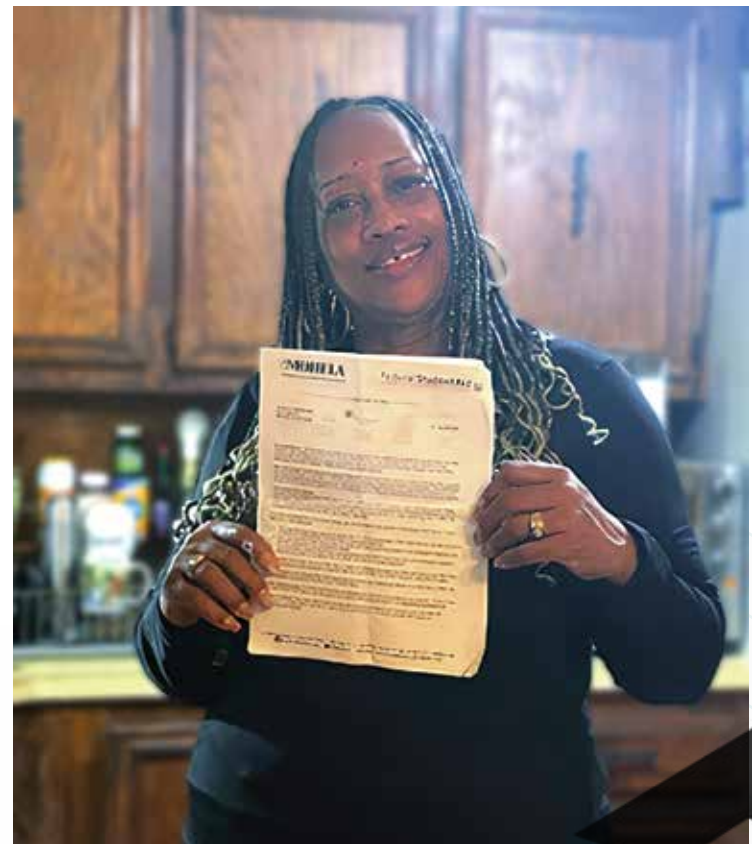
To date, NSDFC has helped 470 Local 1180 members with debt totaling \$7,444,000. That debt has been reduced to \$3,444,371, saving the average member \$43,580.

"I didn't know what I was doing when I filled out the paperwork the first time by myself," Newberry said. "Natalie helped me figure out the who, what, when, where, and why. I'm so thankful to Natalie and NSDFC, and of course Local 1180 for providing this benefit to members. If it wasn't for her and Local 1180, I can't imagine how much I would have had to pay with all the interest adding up."

"I'm on the road about to retire. Now I can retire sooner," she said. "I just can't believe it. Every time I look at this [loan forgiveness] letter, I still can't

believe it, but I'm grateful," Newberry said. "My union really looks out for us by providing benefits that can really change a life."

To contact National Student Debt Forgiveness Center and take advantage of the Local 1180 member benefits, please call 646.766.1330. ■



MEMBERS IN ACTION

Delta Flight Attendants Support Rally



Retiree Florence Anthony, Shop Steward Vivian Dobson ACS, Membership Coordinator Deborah Valentin CWA Local 1180 and HRA Shop Steward Otissa Dillard stood in solidarity with Delta Flight Attendants at their Rally on Aug. 17, 2023 at 230 Park Avenue South. Like so many others, Delta workers are fighting for a fair contract with decent wages and better protections. ■

School Supply Drive



“Good Trouble” at SAG-AFTRA’s Writer’s Guild picket line

When we are in the struggle together for a fair and livable contract, we are always committed to “good trouble.” On July 24, **Activist Sandra Collymore (DOF)**, **Shop Steward & Executive Board Member Rosario “Rosie” Roman (HPD)**, **Activist Otissa Dillard (HRA)**, **Linnea Biggs (HPD)**, and **Mobilization Coordinator Helen S. Jarrett** joined SAG-AFTRA’s Writer’s Guild picket line where they sang and chanted in the rain. ■



Hundreds of school supplies and knapsacks were donated by Local 1180 members as part of this year’s Back to School Supply Drive. Once all the supplies were sorted, they were delivered to New Bridges Elementary School in Brooklyn. **Retiree Ellen Hardy (MTA)** volunteered to help with the sorting and showed off one of the many knapsacks that were collected. “Parents and teachers alike are struggling to make sure students have everything they need for a successful school year,” said Local 1180 President Gloria Middleton. “While we wish we could help more schools, at least we were able to do our part in helping make a huge difference for one group of students and their teachers.” ■

Human Rights Postcard Campaign

On Aug. 22, 2023, Local 1180 held a Postcard Campaign Event at 6 Harrison St. to complete an action request made on behalf of the National Human Rights Committee in conjunction with the 60th Anniversary of the March on Washington. As part of this action, members filled out 700+ postcards to be sent to Members of Congress in support of the PRO Act, John Lewis Voting Rights Advancement Act, and the Fight for \$15. Postcards were submitted to National CWA at the March on Washington. Members who participated in the Postcard Campaign were, from left, **Local 1180 Mobilization Coordinator Helen S. Jarrett, Linnea Biggs (HPD), Sha-tisha Brayton (OPA/FISA), Membership Coordinator Deborah Valentin, Ingrid Lewis-Brown (ACS), and Carol Jenkins (DOC).** Second row, **Staff Reps Gregory Smith and Romano Jones, Members-at-Large Amica Benjamin and Rosario Roman (HPD), Activist Otissa Dillard (HRA), Dorothy “Regina” Bunche (NYPD), Edward Yood (DSNY), and Second Vice President Teesha Foreman.** ■



Marching in the Puerto Rican Day Parade



Members from Local 1180 turned out to march in this year's 66th annual National Puerto Rican Day Parade on June 11. It is one of the country's largest cultural celebrations with an estimated attendance of one million people. Leading the procession as Grand Marshal was television personality, actor, and author Giselle Blondet, who is recognized as one of the most iconic figures on Spanish-language television. Representing Local 1180 (top photo) were **Member-at-Large Rosario Roman, Shop Steward Debra Busacco (Admin Manager — HPD), Members-at-Large Amica Benjamin and Venus Williams,** also chair of the union's Hispanic Committee. Bottom photo: **Local 1180's Nicholas Garcia, Roman, Local 1180's Clint John, Williams, Benjamin, and Otissa Dillard (PAA1, HRA).** ■

Labor Leaders & Elected Officials

Local 1180 President Gloria Middleton and CWA District 1 Vice President Dennis Trainor caught up with NYS Attorney General Letitia “Tish” James at this year's Labor Breakfast as a kickoff to the Labor Day Parade. Labor leaders are joined by City and State elected officials at the annual event, where speakers talk about advances in the labor movement. This year at the breakfast, Gov. Kathy Hochul signed legislation enhancing Workers' Compensation benefits that is a plus for workers across the state. ■



Proudly Wearing a Union T-Shirt



Retiree (2018) Maureen Ragland (H+H Queens Hospital) loved the Local 1180 African American Parade T-shirt she saw featured in a previous Communique so she contacted **Second Vice President Teesha Foreman** to ask how she could get one to wear at the New Black Wall Street in Stonecrest, Georgia, during Juneteenth celebrations. “I loved representing CWA wearing my lovely African American Day T-shirt. I was complimented and asked about the artwork. I enjoyed the attention it brought,” Ragland said. ■

MEMBERS IN ACTION

Local 1180: Give Asylum Seekers Work Authorizations NOW!

Second Vice President Teesha Foreman spoke at the New York City Mayor’s press conference on Aug. 31 calling on Washington to expedite work authorizations for 100,000+ immigrants who have landed in New York City within the past year. “Local 1180 is a progressive union that works for the benefit of ALL New Yorkers, whether they are natives, transplants, or new immigrants,” Foreman said before the large crowd. “We support New York being a right-to-shelter state but the City is struggling to contain a crisis of homelessness with languishing on sidewalks and camping out in cardboard boxes. It’s not the preferred situation for the City — and it’s definitely not for the refugees themselves. We are facing a humanitarian crisis beyond the scope of what anyone could imagine. Migrants want to work but cannot. They want to become self-sufficient, but they cannot. They want to make a better life for themselves, but they cannot.

She referred to the words inscribed on the base of the Statue of Liberty that were penned by Emma Lazarus in 1883 and still hold true today.

“Lady Liberty’s words are the heart of our great City – Give me your tired, your poor, Your huddled masses yearning to breathe free. Those words, however, do NOT say that one city . . . and one city alone . . . should bear the burden of 100,000 new migrants in one year,” Foreman said.

Attending with Foreman were: **Secretary-Treasurer Robin Blair-Batte, Mobilization Coordinator Helen S. Jarrett, Staff Reps Shakima Ivory, Christopher Thomas, and Tomas Laster, Membership Coordinator Deborah Valentin, and members Rhonda Joseph (PAA, DOHMH) and Kareem Rolland PAA, ACS).** ■



SCAN the QR code to watch the press conference.

Forward to 37:54 to hear Second Vice President Teesha Foreman’s speak.

Marching in Support of BNY Mellon Workers

Pension payments for more than 150,000 bank workers are in jeopardy because one of the biggest banks in Brazil, Bank of New York Mellon, spent \$2 billion on fraudulent investments using workers’ pension funds. Despite dozens of lawsuits and the former president of the bank being arrested because of this scheme, workers have yet to receive an answer from the bank as to the status of their pensions. On Sept. 1, Local 1180 members joined with CWA District 1 on the picket lines in a show of solidarity and strength. In top photo: **Staff Representative and Member-at-Large Gregory Smith, Staff Representative Desiree Waters and Mobilization Coordinator and Member-at-Large Helen S. Jarrett.** In bottom photo: Jarrett is joined by Local 1180 Organizer Leslie Fine, Shop Steward Dennis Vargas (DEP) and District 1 members. ■





TEESHA FOREMAN

Second Vice President

Navigating Our Way Through the Various Conflicts of Interest Our Members May Encounter

Performing our day-to-day public servant duties seems complex enough without having to know the ins and outs of rules relating to conflicts of interest. These situations arise more often than most of us could imagine, with members having side businesses, volunteering, and sitting on various boards of directors.

Most of you know that the Conflict of Interest Board (COIB) exists, but remembering to contact them, or knowing when you have to, is the bigger challenge.

New York City's COIB is charged with interpreting and enforcing the conflicts of interest code, contained in Chapter 68 of the City Charter, for public servants. This comprehensive ethics code is the guide all public servants need to abide by.

Local 1180 are involved in their communities – something the union highly promotes. After all, we don't just work for the City of New York, we live here, too. We have many members who own some kind of small business venture that they operate outside of work hours. We have one member who runs an extremely large non-for-profit with a mission of providing toys and clothing to families. I know we have many members who volunteer their time at children's sporting activities, at foodbanks, and serve on Community Boards. While all of these are great causes, and again, as a union we highly encourage involvement, it's still crucial to know and follow the COIB rules.

The main purpose of ethics laws is not to punish wrongdoing, but to prevent it. The laws are not set up to trap anyone, discourage activities outside of work, or to trick workers into doing anything wrong. The COIB laws are set up to prevent ethics questions from becoming ethics problems for public servants.

While the rules are vast and often difficult to know if they apply to you, here are some of the more important and common ones to pay attention to.

- **Misuse of Position** – Public servants may not use their City positions to benefit themselves, their close family members, or any person or firm with whom they have a business or financial relationship.
- **Misuse of City Time and City Resources** – Public servants may not pursue personal activities (especially business or political activities) during times when they are required to work for the City, nor may they use any City resource (such as City supplies, letterhead, telephone, e-mail, computer, or equipment), their City title, or City personnel for any non-City purpose.
- **Gifts** – Public servants may not accept anything from anyone other than the City for performing their official duties.
- **Volunteer Activities** – Public servants may have an unpaid position (such as a board member) at a not-for-profit with business dealings with the City if they do this work on their own time, the not-for-profit has no dealings with their City agency, and the public servant is not involved in the not-for-

profit's business with the City. If the not-for-profit has dealings with the public servant's City agency, they may only have the position with their agency head's approval.

- **Seeking Other Jobs** – Public servants may not seek or obtain a private sector job with any person or firm with whom they are dealing with in their City job.
- **Moonlighting** – Public servants may not have a job with any firm that does business with the City. For certain part-time public servants, this prohibition applies only to their City agency.
- **Owning Businesses** – Public servants may not own any part of a firm that does business with the City, nor may their spouses, domestic partners, or unemancipated children. For certain part-time public servants, this prohibition applies only to their City agency.
- **Permission to Moonlight or Own a Business** – Public servants may, with the written authorization of the head of their City agency, seek permission from the Board (called a "waiver") to have a job with a firm that does business with the City or to own some or all of a firm that does business with the City.
- **Confidential Information** – Public servants may not disclose confidential City information or use it for a private advantage even after they leave City service.
- **Business with Subordinates** – Public servants may not enter into any business or financial dealings with another public servant who is their subordinate or supervisor. A public servant is the supervisor of another public servant if they can affect the terms and conditions of the subordinate's City employment.

Based on the number of inquiries we receive from our members about the Conflict of Interest Laws, we thought it best to give this another visit. We caution our members to be proactive regarding the laws if you even remotely think that any of this applies to you. When it comes to conflicts of interest, it is definitely better to ask for permission than to ask for forgiveness as the latter may not be granted and could cost you your job.

Please reach out to COIB at **212.442.1400** or nyc.gov/ethics, or your Local 1180 Staff Representative so we can help guide you in the right direction. ■

54TH AFRICAN AMERICAN DAY PARADE

"Celebrating African American Culture" was the theme of this year's 54th Annual African American Day Parade on Sept. 17. More than 100 Local 1180 members, Officers, and Executive Board members came out in force to show their power and unity, all wearing a custom-designed union T-shirt. The parade's mission is to highlight African American culture, heritage and unity, showcase the best and brightest of New York City's communities, and commemorate the legacy of ancestors, all while inspiring a world where African Americans proclaim independence in the areas of business, education, health, arts/culture, and politics/government. **Staff Representative Desiree Waters**, assisted by **Staff Representative Denise Duncan-Bartholomew**, organized the union's participation.

"This is one of our events during the year that regularly draws one of the largest group of members," Waters said. "The energy, enthusiasm, and excitement of everyone marching really highlights what the parade is all about."

Local 1180 President Gloria Middleton agrees.

"For 54 years this celebration has been held in Harlem. The pride and unity the community shows on this day is overwhelming. I am proud of how we come together for this parade as a unified group," said **Local 1180 President Gloria Middleton**. ■





1180 EXECUTIVE BOARD

Attends National Convention

CWA Local 1180 joined thousands of union leaders and members from other Communications Workers of America locals across the country at this year's National Convention.

In an historic election, Claude Cummings Jr. was elected CWA president by delegates to the union's 79th convention in St. Louis, MO and Ameenah Salaam was elected CWA Secretary-Treasurer. Cummings and Salaam are, respectively, the first Black man and first Black woman to serve in these roles at CWA.

"Our values of unity and solidarity are the foundation of our strength as a union. Which is why at this very moment we all have to commit to coming together as one union, one family, and together fight for what we collectively believe in," said Cummings, who has served as Vice President of CWA District 6 since 2011.

Local 1180 received the Organizing Award for organizing at least 100 members since the previous convention. **First Vice President Gerald Brown** accepted the award on behalf of the Local (Photo 1) from newly elected President Cummings.

Elections were also held for sector and district Vice President positions, along with elections for at-large diversity members of the Executive Board. President Gloria Middleton had the honor of nominating Dennis Trainor as the Vice President candidate to continue running District 1 (Photo 2).

"I have worked closely with Dennis on many occasions and have seen firsthand how his commitment to not only CWA and its myriad locals but the entire labor movement continues to make a difference for thousands of working men and women," Middleton said at the Convention.

She also was re-elected as CWA Northeast Diversity Member-at-Large.

Second Vice President Teesha Foreman, a member of the CWA National Civil Rights & Equity Committee, presented a report on gun violence (Photo 3) that addressed labor's role in helping preventing gun violence in the community.

As part of the convention, delegates voted on various resolutions, including one on ensuring accessibility for all at CWA meetings. **Member-at-Large Amica Benjamin** (Photo 4), a member of the Local 1180 Committee on People with Disabilities, spoke on the importance of this amendment to not only the national, but also to locals.

"CWA has been a leader in fighting for diversity and inclusion for people of different races, nationalities, religions, genders, and sexual orientations," Benjamin said. "This was a topic of great importance at the national and for locals. Our 1180 committee is a leading voice for the disabled and will continue to speak out when we can."

In addition to taking care of CWA business, the convention gives local officials the opportunity to meet with each other and discuss regional and national issues and how they are impacting the labor movement.

"There are always ways we can listen to and help support each other. This convention allows us the chance to talk about labor movement problems and concerns with presidents outside of our own District 1 and get a different perspective," Middleton said. "We heard remarkable messages about advocating for fair worker representation and rights, resources for organizing, the upcoming elections and democracy, and how CWA is positioned to be a leading voice moving forward."



Local 1180 Board Says Goodbye to Chris Shelton

On Feb. 23, CWA President Chris Shelton announced he would be stepping down from the position he held for eight years. Shelton spent more than 50 years fighting for the rights and dignity of working people. He joined CWA after starting work as an outside technician for New York Telephone in 1968. He quickly became a CWA Local 1101 shop steward, joined the CWA staff in 1988, and served as Vice President of CWA District 1 for 10 years before being elected CWA President in 2015.

Shelton founded the CWA STRONG program to build workplace power, strengthen bargaining, and resist outside efforts to destroy our union. During his leadership, CWA weathered many challenges, including the Supreme Court of the United States' Janus decision that sought to weaken the power of public sector members; the COVID pandemic; and the ongoing push by many employers to outsource and

offshore our jobs. Shelton championed CWA's efforts to fight racism and other forms of prejudice within CWA, at our workplaces, and in the country at large. He has cemented CWA's reputation as one of the most influential unions in the country and inspired thousands of workers to organize to join our union.

The Local 1180 Executive Board gathered with Shelton to wish him well. From left: **Members-at-Large Amica Benjamin, Rosario Roman, Debra Paylor, and Denise Gilliam, Treasurer Robin Blair-Batte, Member-at-Large Greg Smith, Business Manager Arthur Cheliotas, President Gloria Middleton, First Vice President Gerald Brown, Members-at-Large Ranston Foster and Hazel O. Worley, Second Vice President Teesha Foreman, and Members-at-Large Venus Williams and Helen S. Jarrett.** At far left is District 1's Luis Benitez-Burgos. ■



CWA Elects New Team to Lead the National



History was made at this year's CWA National Convention with the election of a new president and secretary-treasurer.

Claude Cummings, Jr. was elected as president of the Communications Workers of America by delegates to the union's 79th convention and Ameenah Salaam was elected Secretary-Treasurer. Cummings is the first Black man elected as CWA President. Salaam, who was elected by acclamation, is the first Black woman to serve as Secretary-Treasurer.

Cummings succeeds Chris Shelton who stepped down after serving as president for eight years and spending 55 years mobilizing, representing, and organizing with CWA.

Since 2011, Cummings has served as vice president of CWA District 6, representing more than 45,000 members in Arkansas, Kansas, Missouri, Oklahoma, and Texas.

A Houston, Texas, native, Cummings started his union career when he went to work for Southwestern Bell Telephone Company (now AT&T) in 1973 and worked as a Frame Attendant and Communications Technician, maintaining systems for NASA, among other corporate customers. Prior to his election to District 6 Vice President, he was President of CWA Local 6222 representing more than 8,000 members, having served previously in other leadership positions in the local, including Vice President. Cummings was the first Black man elected to all of these positions.

Salaam is the first Black female to hold the position of secretary-treasurer. She is a native of Wilmington, Delaware, starting her union career when she went to work for Diamond State Telephone in 1991 as a customer service representative. She was elected as a CWA Local 13100 Steward and served as Vice President of the local until September 1997 when she joined the CWA national staff. Starting in 2015 as an assistant to outgoing CWA President Chris Shelton, she played critical leading roles in organizing, bargaining and mobilization campaigns, supporting staff, and pushing CWA's core mission forward with effective strategic planning and fiscal responsibility. ■

20 23

FAMILY & FRIENDS

BBQ

FUN DAY

For the first time since before the pandemic, Local 1180 held its popular Family & Friends BBQ Fun Day at Holiday Hill in Cheshire, Connecticut.

The Sept. 2, all-day event brought together hundreds of Local 1180 members and their families to enjoy plenty of food and activities, including swimming, volleyball, tennis, horseback riding, pony rides, fishing, bingo, chess, dancing, and potato sack race. Food favorites were abundant: BBQ chicken and spare ribs, fried chicken, hotdogs, hamburgers, ice cream, cotton candy, and cake.

Member-at-Large Hazel O. Worley once again organized the event. Union-provided buses left at 8 a.m. from three locations in Brooklyn, two in the Bronx, one from Manhattan, and two from Queens.

"This year's BBQ brought back the best part of the event, the smiles on the faces of the young children, but also brought back moments of reflection," Worley said.

Throughout the day, active and retired members enjoyed themselves as the house DJ kept guests on the dance floor with members showing off their dance moves. The day was beautiful, and the water was just right for those who wanted to dip in the pool. Also, the fish were biting for our passionate fishermen and women.

Our competitive guests participated in several challenges, including the famous sack game, the egg contest, and water ball contest. Of course, the day would not have been complete without the serious basketball game, the most hyped game in the park. For others who were more laid back and wanted to enjoy the serenity of the park, there was a nature walk down to the lake, a canoe ride, or just the option to walk around.

Preparing, planning, and organizing a day for our members to have an enjoyable day with their families, fellow union brothers and sisters, shop stewards, union



representative, the President and Executive Board members is always rewarding. I would be remised if I didn't give thanks to the 2023 "Bus Captains". My faithful, dedicated, and devoted bus captains: Executive Board member Rosie Roman, retiree member Josephine Artis, Denise Gibson, Regina Kelly, Kathryn Taylor-Davidson, Earlene Powell, Carol Griffith, Debera Tyndall, Jacqueline Frazier, Valerie Francis-Williams, Iris Jackson, Darlene Scott, Stacey Eversley, Vanessa Wallace, Executive Board member Debra Paylor, Staff Representative Desiree Waters, CWA staff member Lynda Hogan, Yolanda White, Executive Board member Amica Benjamin.

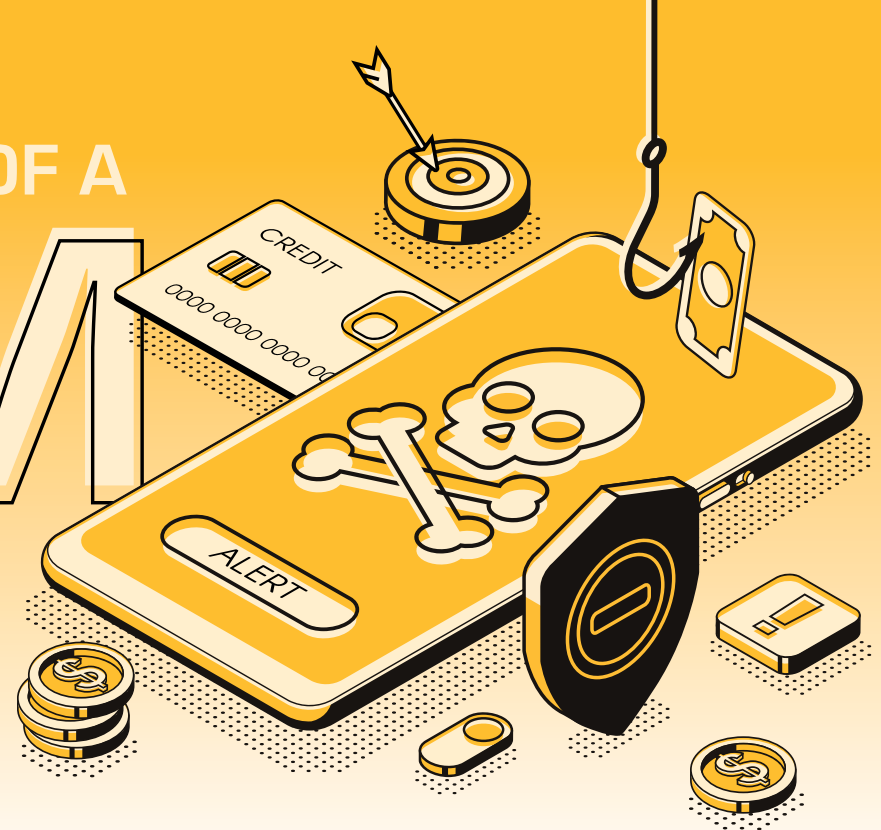
Without them volunteering to be bus captains there would be no bus ride. I would be remised if I hadn't thanked staff member Jennifer Callender who was very instrumental in helping me to make this year's trip successful, which wouldn't happen without the dedication and "teamwork". ■





AVOID BEING THE VICTIM OF A

SCAM



It happens all day, every day. In fact, it happens every minute of every hour. It doesn't matter if you're young or old, male or female, college-educated or high school diploma. Almost everyone at some point in their lives will receive a phone call, text, or email from some unscrupulous person or company trying to scam you out of your hard-earned money.

You can protect yourself from scams by making yourself aware of the most common ones and questioning everything that comes from a phone number or email you do not recognize. Fraudsters have been willing to try their luck whenever a system is open to exploitation — and they are succeeding. In the United States, one in 10 adults will fall victim to a scam or fraud every

MOST COMMON SCAMS



Spoofing

- When someone disguises an email address, sender name, phone number, or website URL
- Often done by changing one letter, symbol, or number
- Can look almost exactly like an email from a legitimate company

Phishing

- May receive spoofing emails asking you to update or verify personal information by replying to the email or visiting a website/ clicking a link
- Link will usually lead to a spoofed website that ALSO can look almost identical to the real thing
- Will ask for sensitive information like passwords, credit cards numbers, PIN numbers, etc.
- Most commonly done through email but can also be done through voicemail/phone call, SMS (text) messages, or downloaded programs on your computer

Imposter Scams

- Almost always done through phone calls or emails
- Usually will pretend to be some kind of government agency or employee — Social Security and IRS are two of the most popular
- Will ask for personal information to fix "problems" associated with your Social Security number, tax account, etc.
- May threaten you with changes or holds on your account, not receiving money, jail time, etc.

Business & Investment Fraud

- Schemes that will try to lure you in with promises of low- or no-risk investments
- Often ask for upfront cash in exchange for GUARANTEED future returns — there is NO such thing as a guaranteed return

Phone Scams

- Can be friendly and helpful OR threatening and pressuring
- Will try to get your money or personal information to commit identity theft
- May tell you you've been "selected" for an offer or prize
- May pretend to be law enforcement or a federal agency, government agency (Social Security, IRS), a family member, computer/tech company, credit or loan repair, charity, or even companies offering prizes
- May tell you you'll be arrested, fined, or deported if you don't pay taxed or some other kind of debt right away — real law enforcement and federal agencies WILL NEVER call and threaten you
- Will try to pressure you into making a decision on the spot
- Will often attempt to get you to pay in a way that makes it hard for you to get your money back (ex: gift cards, prepaid cards, money transfer apps)

Charity & Disaster Fraud

- Very prevalent after high-profile disasters
- Can come via email, social media posts, phone calls, etc.
- Unethical contractors and other scammers may also commit insurance fraud during these times, offering services that they will never actually complete

Tech Support Scams

- Try to get you to believe you have a serious problem with your computer
- Often ask you to make payments that are hard to reverse like wire transfers, gift cards, prepaid cards, money transfer apps, or cryptocurrency
- Can call pretending to be computer technicians from well-known companies
- Will usually ask for remote access to your computer and then pretend to run a diagnostic test
- Will try to have you download software to "run diagnostics/find viruses/etc." that actually contains malware that can infiltrate your computer or make you unable to access your computer
- They will then try to make you pay to fix a problem that doesn't exist
- May also try to trick you with a pop-up window that appears on your computer screen
- May look very similar to known companies or websites
- Will usually include a link to click or a phone number to call that will then try to get access to your personal information

Holiday Scams

- Most prevalent around holiday times but can happen any time of year
- Will have buyers pay for goods or services online that are then never received
- Can also be reversed for small-business owners: the seller ships goods but is never paid for their product/service



year, with 1.3 million children having their identities stolen yearly. In 2022 alone, Americans lost a record-breaking \$8.8 billion to scams, up 30% from 2021, according to the Federal Trade Commission (FTC).

"This has become an overwhelming problem," said Local 1180 President Gloria Middleton. "The vast majority of those who become victims are older adults, but everyone is fair game. The scams change so often that no one could possibly keep up with them all."

The FTC reports that in 2022, the median loss from fraud was \$650, but up \$500 the year prior. However, people have lost hundreds of thousands of dollars, and upward. The highest losses were incurred through investment scams — a total of more than \$3.8 billion, double the amount lost to such schemes in 2021, with a staggeringly high median loss of \$7,144 per victim.

These numbers are most likely underreported, however, and probably reveal only a small fraction

of actual losses to fraud because many victims are too ashamed to report they were scammed.

Among those who reported losing money to a scam, the biggest losses were through bank transfers (\$1.5 billion) and cryptocurrency (\$1.4 billion).

Impostor or impersonator scams had a high toll on their victims, who reported a median loss of \$995 per person. These extremely common scams take many different forms but typically involve a criminal posing as someone you'd trust in order to steal your money. Scammers often pretend to be a representative from a government agency contacting you regarding Social Security, Medicare, or your taxes; a family member, debt collector, or utility company.

The best way to protect yourself is NEVER give out personal information over the phone or via email. No federal government representative will ever ask you to verify

your social security number and no one is contacting you over the phone or email about your Medicare or taxes. Anyone in an "official" capacity from the government should be sending you a letter. If you get a phone call, text, or email, do not click on any link. Do not reply to an email. Ask for a return phone number to call back, or better yet, look up the official phone number yourself and make a call directly.

While scammers try new methods of deception all the time, if you know the signs to look out for, it will help you to avoid becoming a victim.

If any of these sound familiar, you are probably being scammed: someone contacts you; they dangle bait, usually money; they want your personal information; they ask you for money up front; or you have to wire money or send gift cards. ■



WAYS TO PROTECT YOURSELF

1 Protect Your Passwords

- Create unique passwords for different sites and use a combination of letters, numbers, and symbols to make them more difficult to guess. Consider using a password manager, such as Dashlane, to remember and store all your passwords. Do not share your passwords with friends, family, or coworkers.

2 Limit Activities on Public Wi-Fi

- Never use public Wi-Fi to access or enter sensitive information, such as online banking or any site where you need to log in. Consider a virtual private network (VPN) to lock down your connection when traveling.

3 Protect Personal Information

- Sensitive information, like banking, should be accessed only on a device that belongs to you on a network you trust. Do not use friend's or family's phones, public computers, or public wi-fi networks if you are going to be entering passwords or credit card information.

4 Do NOT Respond to Suspicious Messages

- Be wary of emails that require "immediate action" or ask for personal information. If an email offer sounds too good to be true, it probably is. Never click on attachments that come from an unknown sender.

5 Update Apps & Software

- Set up automatic updates for your computer and mobile devices and regularly restart

- them to give them a chance to complete the update process. Make sure to back up all your files in case something happens. Set up automatic backups of your device and store the backup to a cloud service or external hard drive.

6 Avoid Oversharing on Social Media

- Sharing too much information, such as indicating when you are on vacation or away from home, can make you an easy target for burglary. You should regularly check and adjust your privacy settings on your accounts so only friends and people you know see your updates.

7 Be a Smart Online Shopper

- Always use a secure wi-fi network for online shopping. Look for the "lock" symbol next to the url before entering payment information and use a credit card or secure payment site – not a debit card – to complete transactions.

8 Be Alert

- Use common sense when clicking links, opening attachments, visiting websites, or responding to emails and phone calls. Be conscious of what you plug into your computer, as malware can spread through infected flash drives, external hard drives, and cellphones.

9 Verify Emails & Phone Calls

- If you receive a call, text, or email from someone claiming to be a government agency or employee, your bank, or any other known company or service you may use, verify with the company itself. Do not use phone numbers, links, or emails included in the initial email sent to you. Use the phone number found on the company's actual website, on the back of your card, etc.

- Remember, government agencies such as Social Security or the IRS will ONLY contact you through mail, never email, phone calls, or texts.

10 Resist the Pressure to Act Immediately

- Honest, ethical business will give you time to make a decision. Almost anyone who calls or emails you pressuring you to pay or give them personal information, especially in a very short time frame, is a scammer.

11 Know How Scammers Want You to Pay

- If someone insists you pay them only with gift cards, payment apps, cryptocurrency, or wire transfer services, immediately end the conversation or transaction. These forms of payments can be extremely difficult to track and refund.

WHERE TO REPORT SCAMS



Federal Trade Commission (FTC)
reportfraud.ftc.gov

Federal Bureau of Investigation's Internet Crime Complaint Center
IC3.gov

AARP Fraud Watch Network Helpline
[877.908.3360](tel:877.908.3360)

PRIVATE SECTOR SHOPS

TREVOR PROJECT WORKERS SPEAK OUT AGAINST ANTI-UNION ATTACKS AND BLATANT MISTREATMENT



the nonprofit's anti-worker behavior, demanding management bargain in good faith.

Workers file ULP in response to Trevor's targeted retaliation and disciplinary action against union leaders.

Following The Trevor Project's decision to lay off nearly 12% of bargaining unit employees, Trevor Project workers and members of CWA Local 1180 (Friends of Trevor United) are taking action to call out the organization for its increasingly aggressive anti-worker behavior. Just last week, the Communications Workers of America (CWA) filed an Unfair Labor Practice (ULP) charge on behalf of the workers with the National Labor Relations Board (NLRB) in response to management's unlawful threats and coercive attempts to silence workers. The Trevor Project workers have also released a petition, [linked here](#), demanding the nonprofit stop its flagrant union busting and start bargaining in good faith.

The Trevor Project leadership announced last month's layoffs suddenly while union representatives were in an active bargaining session. A disproportionate number of the 44 bargaining unit employees that Trevor laid off were prominent and vocal union advocates, with one third of union leadership being laid off at once. In addition to nearly wiping out the entire Lifeline Training Team – who provide crucial support to counselors carrying out Trevor's core mission of protecting LGBTQ+ youth – the layoffs heavily affected the union's trans and BIPOC members. To make matters worse, management failed to adequately respond to information requests regarding how workers were selected, while refusing to make any form of compromise on their arbitrary selection criteria.

"Earlier this year, my colleagues and I saw what collective power looks like when we united together and stood strong in our demands for union representation," said

Ruby Zenteno, who works in the Clinical Operations Department, helping to provide crisis intervention services. "But the layoffs made it clear that our fight for a more equitable workplace is far from over. The Trevor Project management's decision to lay off nearly 12% of its essential staff and a third of union leadership has shown us, after years of mistreatment, just how little they care about the health and wellbeing of their workers. The Trevor Project's anti-worker behavior stands in direct opposition to our mission and the important work that we, as its staff, have devoted our lives to carrying out. We won't be silenced, and you better believe we'll keep fighting until management meets us at the table to secure a fair contract that all workers deserve."

The layoffs come just months after Trevor workers won union recognition in April of this year. Since then, The Trevor Project management has actively threatened and silenced union members and advocates in nefarious ways, including prohibiting workers from discussing their working conditions on the job and, instead, forcing them into one-on-ones with management that often lead to workers being disciplined for airing their concerns. Recently, six workers were illegally disciplined by Trevor Project management for attempting to correct misinformation about union negotiations in an all-staff meeting. In their ULP charge, the union underscored that management's decision to discipline these workers violated union members' NLRA Section 7 right to concerted action.

"When I co-founded The Trevor Project, I did so to create a resource for LGBTQ+ youth who are struggling to express their identity and feel accepted in a world where being gay or trans can feel terrifying. The Trevor Project is about supporting each other, and to see the way these workers have been treated by management – for engaging in their right to organize – is appalling and completely unacceptable," said Trevor Project co-founder Celeste Lecesne, who has since left the organization. "The workers being targeted have saved lives and helped countless members of the LGBTQ+ community feel heard. It's time that management hears these workers and joins them in their fight to create a more equitable workplace." ■



THE TREVOR PROJECT
JUST ANNOUNCED MASS
LAYOFFS EFFECTIVE
IMMEDIATELY...

WHILE OUR UNION WAS IN
AN ACTIVE BARGAINING
SESSION.

THE TREVOR PROJECT IS
UNION BUSTING

Trevor lawyers threatened to
proceed with layoffs and withhold
severance in order to pressure our
representatives into accepting a
lesser package.

This is bad-faith bargaining and
blatant union busting.

Top Photo: The Trevor Project Bargaining Committee
Source: twitter.com/friendsoftrevor, July 9, 2023

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

Send information and photos to either:
Staff Rep Chris Thomas: cthomas@cwa1180.org
OR Staff Rep Tomas Laster: tlaster@cwa1180.org

STORYCORPS SEALS CONTRACT DEAL

After eight months of bargaining, StoryCorps and CWA have reached a tentative agreement on a new contract. If ratified, CWA Local 1180 members at StoryCorps will receive substantial wage increases across the board, with increases to minimum salaries as high as 39% for the lowest-paid workers. Members also will receive double the parental leave compared to the previous contract, as well as increases to retirement contributions amongst many other protections.

“As someone who has spent their entire career working for non-profit media, I was used to being told that the basic benefits I clearly deserved, just weren’t in the budget,” said Producer Esther Honig. “In those instances, I had no choice but to settle for what I’d been offered. When I joined StoryCorps as a union member earlier this summer, that all changed and I finally learned what it felt like to have someone in my corner, fighting for me.

“StoryCorps had initially told me that I would have to pay a significant amount of money to maintain my health insurance while on unpaid maternity leave. The cost alone would have made this time off financially prohibitive for me and my family,” Honig said. “Thankfully, Local 1180 Staff Representative Tomas Laster confronted management. Without Local 1180’s representation, I do not believe I would have been able to keep my health insurance or spend this much needed time with my baby. In addition, the ratification of the new contract has granted me four weeks of paid leave, which is a huge help for us financially. This is my first time being a part of a union and I am incredibly grateful for the solidarity and support it has given me this far.”

National Facilitator Julia Kirschenbaum echoed Honig’s sentiment about the value of belonging to Local 1180.

“Over the past year and half, I’ve found myself teetering between finding tremendous meaning in my job and feeling increasingly worried that I simply couldn’t afford to continue doing it. With this new contract, I feel hopeful again. I’m honored that I get to hear others’ stories as part of my work, and I’m grateful that, because of our union, my colleagues and I have finally been heard, too.” ■

WINS IN OUR TENTATIVE AGREEMENT

ISSUE: STARTING WAGE

CURRENT CONTRACT	WHAT WE’VE WON
\$40K	\$50K

ISSUE: ANNUAL RAISES

CURRENT CONTRACT	WHAT WE’VE WON
3% after 1st year 2.5% after 2nd year 2% after 3rd year	4% after 1st year 3% after 2nd year 4% after 3rd year

BARGAINING UPDATES



Audubon Society: Bargaining with the Audubon Society continues to progress slowly. In the almost 2 years that CWA and Audubon have been bargaining we’ve only been able to tentatively agree on 8 proposals with over 20 others still in contestation. In the most recent sessions the tone of bargaining has improved and we hope that shift will carry forward to resolve future proposals. Most recently CWA has presented a proposal on healthcare that seemed well received by Audubon which has been struggling to find its own competitive healthcare plan, and we hope to present a proposal on wages by the end of the August at the latest.

Open Society Foundations: Earlier this year the Open Society Foundations announced that they were once again restructuring their organization that would, in their estimates, result in a reduction to their global staff by no less than 40%. Some of OSF’s new design relies on being able to shift work around the organization in a very nimble and on a needs based way, which is at odds with the Union’s protection of keeping work with Union members. CWA has started negotiating the impact of this proposed change, but hopes to dig into the topics in these coming months.



Tutor Associates: The unionized staff at the Tutor Associates collected the last of the bargaining surveys on Friday, August 4th. The committee will spend this next week compiling an information request, sorting demands to send to management so that they can begin bargaining by the end of August. The bargaining scheduling will then change again once students are back in school and schedules will have to change to accommodate for that.



Caring Across Generations: In the last minutes of what was supposed to be a meeting to discuss cooperation in the bargaining process, CAG instead informed the union of its intent to lay off staff as part of restructuring. Despite the union’s strong and vocal disagreement, CAG announced its restructuring proposal to the entire staff the following day – without giving the union a chance to bargain. After a strong show of solidarity from 1180 members at CAG, management seems to have gotten the message and has sat down at the table to discuss this proposal. The union has made it a priority to avoid layoffs and ensure all other aspects of the restructuring are carried out fairly and equitably.

Human Rights Watch: After refusing to make any significant movement on its woefully inadequate compensation package, HRW management stormed out of a bargaining session with the union – 30 minutes into a 3 hour session. Members quickly responded with a petition to management, demanding that HRW listen to workers’ demands for a fair contract and fair wages. Members are demanding that HRW live up to its name and respect its workers’ needs for a dignified workplace and fair wage.



Sunrise Movement: Local 1180 and Sunrise Movement are very close to an agreement on a contract re-opener addressing economic articles. We look forward to putting a tentative agreement up for a vote, as we feel the agreed-upon terms reflect a fair and equitable compensation structure. The compensation package includes very substantial increases across the board, especially for the lowest paid workers at the organization. ■

RETIREEES

CUTTING



BACK

Despite Large Social Security COLA

Despite receiving the largest Social Security increase in four decades earlier this year, retirees say the extra money is not really “extra”, and does little to help offset the out-of-control costs of everything from food and gasoline to clothing and utilities.

January’s 8.7% increase is the largest since 1980 when the increase crossed into double-digits at 14.3%, followed by 11.2% in 1981. However, this year’s boost just offsets — *if that* — the additional costs to purchase basics like eggs and milk. The average monthly Social Security retirement benefit rose by about \$146, from approximately \$1,681 to \$1,827, according to the Social Security Administration.

The pandemic itself followed by post-pandemic inflation have wreaked havoc on Americans and altered lives physically, emotionally, and financially. For too many retirees, this has turned the “golden years” of retirement into a “golden dream”.

With the increase tied to inflation, Local 1180 seniors claim it’s not really an increase at all.

Retiree Geraldine Ruth said she has reduced her expenses on both groceries and clothing. “I’m more careful with what I purchase and how much I spend each week to be sure I have enough to cover necessities until the next month’s checks are deposited.”

Almost 70 million retirees received the cost of living adjustment, more commonly known as COLA, at the same time they battle with skyrocketing everyday living expenses. The guaranteed benefits provided by Social Security, including the annual COLA, are more crucial than ever as high inflation remains a problem for older Americans.

Many senior citizens depend heavily on this income, with about 42% of elderly women and 37% of elderly men reporting they rely on these monthly payments for at least half their income, according to the Social Security Administration, with the balance coming from planned savings.

Even though recipients received a sizable adjustment this year, inflation quickly ate away at the extra dollars. Just ask **Lillian Carubia**, retired and still living in New York State, whose co-op maintenance charge increased 8.5% this year — roughly the same amount as her COLA. That does not leave any additional money to pay for other increases.

“I’ve cut down on certain food items in order to help offset the costs. Even my parking fee when up \$10 per month. Everything has gone up,” Carubia reported.

The COLA actually fell short of true inflation by an average of \$42 monthly, according to a report by The Senior Citizens League (TSCL), a nonpartisan senior advocacy group. Nationwide, many retirees have been forced to turn to their savings or public assistance to make up for the shortfall. One-third of seniors reported signing up for food stamps or visiting a food pantry in the past 12 months, compared with 22% in 2020, according to the report, with 17% having applied for assistance with heating costs versus 10% in 2020.

That same survey reported that 54% of older Americans think the 8.7% increase in the Social Security COLA this year just doesn’t cut it.

Local 1180 retirees like Ruth and Carubia strongly agree. In the past two months, the union sent a survey to more than 5,000 of its retirees with email addresses on file. Of those who responded, 97% said they are living on fixed incomes, with only half reporting that the January increase has made a difference in helping them survive this inflationary, post-pandemic period.

Clendenen Watkins was one of the retirees who reported that the COLA has not been helpful enough during this inflationary period.

“I take advantage of all senior discounts at stores and through AARP, and I’ve put all home improvements on hold,” Watkins said.

Others, like Watkins, are keeping a closer eye on their monthly expenses and getting creative with ways to save, including purchasing a deep freezer in order to buy meat in bulk, partaking in community food giveaways, signing up for rebate programs, and shopping closer to home to save on gas purchases.

Entertainment and travel are two of the top categories that get cut when dollars are tight. After all, rent or mortgage payments, along with food, utilities, and medical expenses, are higher priorities. Results of the Local 1180 survey show that 68% of retirees have cut back on entertainment, such as movies or bowling, and 67% reported reducing the number of vacations and other travel plans. (See chart on next page.)

While this year’s COLA was a definite help, it wasn’t enough in terms of actual dollars that are being eaten up at the grocery store and the gas pump.

“I will be glad when the economy stabilizes. This is not what I hoped that my retirement would be,” reported New Yorker **Darlene Hancock**, who retired in 2019 from the Department of Social Services. “I may have to find a job.”

She isn’t the only one. A February 2023 survey by Paychex, a nationwide payroll and HR platform for businesses, found that one in six retirees is considering a return to the workforce, with two of the top reasons being “needing more money” at 55% and “inflation” at 45%.

Inflation, a drop in purchasing power from savings and fixed incomes while the cost of goods and services goes up, impacts standard of living and is particularly troublesome for retirees who may find they haven’t saved enough. The uncertainty of the future economy is also cause for concern and has forced retirees to reevaluate their retirement expenses and study spending patterns.

A July 2022 Forbes article provided a synopsis of retirement dilemmas during inflation. “First, expenses may rise at a faster rate than their fixed income. This creates the need to either reduce spending or withdraw more money from investments. Second, the Fed’s response to high inflation has been to raise rates, which may negatively impact the value of existing fixed income investments that are owned more often by retirees than workers. Third, high inflation and rising



By **Marci Rosenblum**
Local 1180 Communications Director

While no one knows for sure what the future holds, a Social Security and Medicare policy analyst for TSCL said in a May 14 news release that “the 2024 COLA could be around 3.1%. This estimate is based on data from the Bureau of Labor Statistics’ Consumer Price Indexes — the same data used by the Social Security Administration to determine its annual COLA increases.

In fact, the most recent TSCL study of benefit increases in the last 20 years shows a compelling drop in seniors’ ability to keep up with rising prices, with Social Security benefits having lost about a third of their buying power since 2000. That means for a retired household that spent \$100 on groceries in 2000 would only be able to buy about \$64 worth of groceries today.

The cost-of-living increase has definitely provided some breathing room in this inflationary period, but the pressure is still on to watch every dollar.

Retiree Jerome Best said he is more aware of his spending habits and only buys groceries that he needs. Others are in agreement, saying that the increase in Social Security did not meet the higher cost of groceries, a common answer on the survey. Retirees also said they are eating out less and cooking fewer meat meals at home.

“I have made adjustments to my diet and shop sales at several locations. My intake of food depends on what happens to be on sale,” wrote one retiree.

Retiree Frank Santoro, living in New Jersey, summed it up best. “It is becoming more difficult to have a decent quality of life. These are supposed to be our golden years. We planned for increases in the cost of living but not at this magnitude.”

HISTORY OF SOCIAL SECURITY

The history of Social Security goes back to Aug. 14, 1935, when then-President Franklin D. Roosevelt signed The Social Security Act into law. In addition to several provisions for general welfare, the new Act created a social insurance program designed to pay retired workers age 65 or older a continuing income after retirement. From 1937 until 1940, Social Security paid benefits in the form of a single, lump-sum payment. The average lump-sum payment during this period was \$58.06. The smallest payment ever made was for 5 cents.

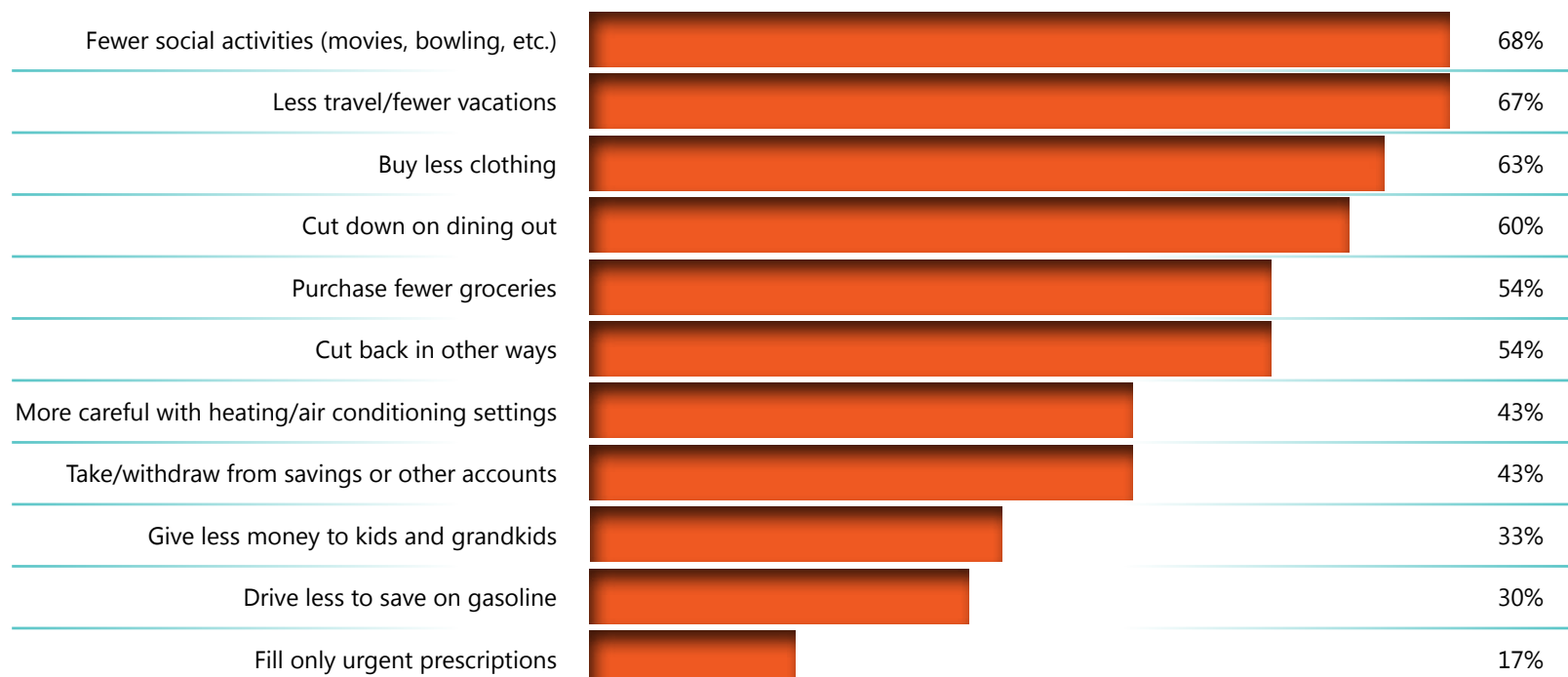
It wasn’t until January 1940 that payment of monthly benefits began, and it was 10 years later with the 1950 Amendments that Congress first legislated an increase in benefits. In 1972 legislation, the law was changed to provide, beginning in 1975, for automatic annual cost-of-living allowances based on the annual increase in consumer prices. ■

rates may create additional volatility in the stock market, which affects retirees more since they are actively taking withdrawals from their investment accounts.”

Living in high-cost states like New York or New Jersey often means having to further stretch retirement dollars. Although a great many Local 1180 retirees have found their way to Florida, an increasing number are opting for less traditional cities in the Sunshine State where the cost of living is less. Others have found new homes in the Carolinas, Georgia, Tennessee, Alabama, Texas, and Virginia, states that are easier on the pocket. Those who stay in New York or New Jersey often report doing so because it’s either where they have always called home or where the majority of their families still reside.

Joseph Marenfeld, a 2010 retiree, moved to North Carolina in 2016 after working for 36 years and three months for the NYPD. His wife had retired from DC 37 as a Grievance Rep shortly after he did. They continued living in Brooklyn for a few years post retirement until they moved to North Carolina where they have family. Marenfeld said the lower cost of living, especially for housing, is a huge asset. His four-bedroom home costs several hundreds of dollars less than his two-bedroom apartment in Midwood. For some “extra cash,” he and his wife sell antiques.

“The cost of living is so much higher in New York; it’s ridiculous. Between my wife and I, we are living better than we did living and working in New York City,” Marenfeld said. “With both our pensions, social security, and deferred comp and savings, we are doing better in North Carolina than we would have ever done living in New York.”



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

April 27, 2023

Meeting called to order at 6 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, Venus Colon-Williams, Hazel O. Worley

PRESIDENT'S REPORT

President Middleton discussed the CWA Local 1180 Shop Steward Assembly which was held on April 15 and April 22, 2023. The Bargaining Committee was elected, surveys were reviewed, and the non-economic bargaining demands were chosen. Shop Stewards James Brown Jr., Zenola Fields, Mark Duke, Deborah Busacco-Parker, Crystal Johnson, and Mason Logi Jr. were elected as the CWA 1180 Collective Bargaining Council. At the Executive Board meeting, Rosario Roman and Greg Smith were selected to join President Middleton, 1st VP Gerald Brown, 2nd VP Teesha Foreman and Secretary Treasurer Robin Blair Batte. The first bargaining session with OLR is scheduled for May 16, 2023.

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

March 31 — Participated in the Assistant Director Bargaining.

April 3 — Participated in the New Aetna Medicare Advantage Overview.

April 4 — Participated in the NILICO renewal meeting.

April 6 — Met with Allen Brawer from the Policy Research Group. Later that day, reviewed FLSA Overtime cases.

April 11 — Reviewed the Bargaining Council Agenda.

April 12 — Chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

April 14 — Participated in the Labor Relations follow-up meeting with Jonathan Wangel.

April 15 & April 22 — Participated in the CWA 1180 Shop Steward Assembly.

April 17 — Participated in the MTA site meeting.

April 18 — Prepped for the upcoming CWA Local 1180 General Membership meeting. Additionally, she participated in the NYCCLC Annual Awards Reception.

April 19 — Chaired the weekly Communications meeting with Marci

Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

April 20 — Participated in the National CWA Executive Board Meeting. That evening chaired the CWA Local 1180 General Membership Meeting.

April 24 — Participated in the MLC Steering Committee meeting. Later that day, participated in the Labor Management meeting.

April 25 — Chaired the 1st Quarter CWA Local 1180 Board of Trustees meeting.

April 26 — Participated in the MLC General Membership meeting. That afternoon chaired the weekly Communications meeting with Marci Rosenblum. Later that day, chaired the CWA Local 1180 weekly staff meeting.

April 27 — Chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status reports dated April 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 April 27, 2023, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Brown announced the deadline to apply for the Joe Beirne Foundation Scholarship is April 30, 2023. He participated in the CWA 1180 Shop Steward Assembly. He attended the Metro Plus site meeting chaired by Staff Representative Shamika Ivory. Additionally, he attended the NYCERS site meeting chaired by Staff Representative Desiree Waters.

CWA 1180 will make limited endorsements for the upcoming New York City Council races.

First Vice President Brown announced upcoming webinar dates:

May 13: Bi-Annual Home Ownership

May 22: NYCERS Pre-Retirement

He also attended various staff meetings, membership meetings, Executive Board meetings, District 1 Legislative and Political meetings, Trustee meetings, and NYC Central Labor Council meetings.

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

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman advised the Administrative Manager Appeals hearings continue being scheduled. Lastly, she announced the H+H payroll timesheet submission issue is coming to an end.

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 March 2023. She advised that the T.D. checking account has a balance of \$942,901.59 as of C.O.B April 27, 2023.

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

New Member Enrollments34
Active Deceased2
New Retirements47
Retired Deceased14
Total Active Members8,383
Total Retired Members6,844

She announced CWA Local 1180 Headquarters at 6 Harrison St. is open. Members are being seen by appointments ONLY. Members who need assistance are to call 212.226.6565 or email staffrepservices@cwa1180.org and someone will get back to them.

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 participating in the Staten Island Richmond Dems Labor Committee meeting. Additionally, she continues contributing to the CWA Local 1180 Trustee meetings, General Membership meetings and Monthly Executive Board Meeting.

MEMBERS-AT-LARGE REPORTS

Hazel Worley announced the Civil Rights and Equity Committee/Community Service Committee collections for the Prom Dress and Young Men's Suit 2023 Drive. CWA Local 1180 is accepting the 2023 Summer Camp Scholarship on-line applications through June 23, 2023. Lastly, she announced preparations are being made to hold the Family Fun Day in September.

Venus Colon-Williams announced the Hispanic Committee will march in the National Puerto Rican Day Parade. The New York League of Puerto Rican/Hispanic Women will host its 15th Anniversary Scholarship Gala in August 2023. Additionally, the committee will commence collecting school back-packs at the end of the school year through the beginning of September 2023.

Amica Benjamin participated in the following activities: Education Benefits Webinar — 4/3; Bronx BCCC — 4/4; Brooklyn BCCC — 4/10; Women's Committee — 4/11; Disabilities Committee — 4/12; NYC CLC Awards — 4/18; *Man BCCC — 4/18 (briefly

remote); General Membership meeting — 4/20, Queens BCCC — 4/21, Shop Steward Assembly — 4/22, Hispanic Committee meeting; BCCC — 4/25; Executive Board meeting — 4/27

Gregory Smith announced the CWA 1180 Men's Committee meeting is Tuesday May 9, 2023.

Debra Paylor participated in the following activities: 4/3 — Bronx Committee; 4/6 — Minority Caucus; 4/10 — Brooklyn Meeting; 4/11 — Women Committee; 4/15 — Shop Steward Assembly-Part 1; 4/18 — Minority Caucus; 4/20 — CLC Delegates Meeting; 4/22 — Shop Stewards Assembly Part 2; 4/23 — NYS Senator Cordell Cleare Inauguration.

Helen S. Jarrett attended the following meetings/trainings/webinars/events: 4/1 — Latino Leadership Institute; 4/4 — March Bronx Borough CCC; 4/10 — Brooklyn Borough CCC; 4/12 — Staten Island Borough CCC (in-person); 4/15 — Shop Steward Bargaining Council (Part I); 4/18 — NYCCLC 2023 AFL-CIO Annual Celebration; 4/19 — District Attorney Eric Gonzales Fundraiser; 4/20 — April General Membership Meeting; 4/22 — Shop Steward Bargaining Council (Part II); 4/23 — Senator Cordell Cleare's Inauguration; 4/24 — Fordham University Grad Student Workers Picket Line; 4/26 — Administrative Professional Day Luncheon; 4/27 — April's Executive Board Meeting.

Next meeting date of the Executive Board is May 31, 2023.

Motion was duly made, seconded, and carried to adjourn at 8:40 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

May 31, 2023

Meeting called to order at 7 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;

Members-At-Large

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

Absent: Member-at-Large Denise Gilliam, Recording Secretary Lourdes Acevedo

PRESIDENT'S REPORT

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

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

May 2 — Participated in the NYC H+H Accountable Manager meeting

May 4-8 — Participated in the PHEW Conference, in Atlanta, Georgia.

May 8 — Participated in the Kronos update with NYT/MAB/BUS/SIR unions

May 9 — Met with Alan Brawer

May 10 — Chaired the weekly Communications meeting and the weekly staff meeting. That evening chaired the Bargaining Committee meeting.

May 11 — Chaired the weekly Trustees meeting. Later that day, attended the SLU Scholarship Dinner.

May 12 — Participated in the DSS/HRA/DHS Legacy Awards Ceremony. Later that day, attended the Annual Member Appreciation Reception

May 16 — Participated in the CWA Resolutions Committee meeting. Later that day participated in a meeting with Mayor Adams regarding FY23 Budget & Municipal Labor. Also, that day, participated in CWA Local 1180 Bargaining Meeting at NYC Office of Labor Relations. Lastly, that evening, participated in the CWA Local 1180 Retired Steward's Celebration.

May 17 — Participated in HRA Safety & Health Committee Meeting. Chaired the weekly Communications meeting and the weekly staff meeting. Later that evening, participated in the Bronx Week 2023 Labor Soiree.

May 18 — Participated in the Audubon call and the NYC CLC Executive Board Second Quarterly Meeting. Later that day, chaired the weekly Trustees Meeting. That evening, participated in the NYC CLC Executive Board Elections.

May 19 — Participated in the CWA Local 1180 Retirees Luncheon also the Eleanor's Legacy Luncheon

May 22 — Chaired the weekly Communications meeting with Marci Rosenblum and participated in the General Membership preparation meeting.

May 23 — Participated in the CWA/BC meeting

May 24 — Chaired the weekly Communications meeting and General Membership preparation meeting. Later that evening chaired the General Membership meeting.

May 25 — Met with Alan Brawer. Later that day, participated in the Fund Counsel meeting and the Private Sector Rep Meeting.

May 30 — Participated in the Staff Representative interview.

May 31 — Participated in the Elevance Health (Empire BCBS/Municipal Labor Committee (MLC) Executive Meeting. Chaired the weekly Communications and weekly staff meeting. Later that evening, chaired the monthly CWA Local 1180 Executive Board meeting.

President Middleton announced that she was elected as Treasurer to the Executive Board for the Municipal Labor Council, effective May 15, 2023. This leaves an opening for the Steering Committee on the MLC. The Executive Board unanimously approved Teesha Foreman to be nominated for the position.

President Middleton announced that the next Bargaining Committee meeting will be held on June 14, 2023.

President Middleton announced that a meeting was held with all of the Chairpersons of the Borough Committees and the Advance Group setting the agenda moving forward

President Middleton asked the Staff Representatives for Election Committee Suggestions. The Executive Board discussed possible candidates. Secretary-Treasurer Robin Blair-Batte will contact possible candidates to see if they are willing and able for the task and update the Executive Board on the final Election Committee list.

President Middleton distributed and discussed the status reports dated May 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 monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

FIRST VICE PRESIDENT'S REPORT
First Vice President Gerald Brown discussed the following:

- National debt ceiling needs to be signed in Legislative session by June 5
- Albany: 2023 Legislative session will end on June 9
- NYC: Mayor's Budget is due by City Council by June 30

Brown announced he attended various bargaining meetings, District 1 legislative and political meetings, trustee meetings, and staff and membership meetings.

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 announced that interviews have started for the open Staff Representative position.

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 April 2023. She advised that the T.D. checking account has a balance of \$889,362.74 as of C.O.B. May 30, 2023.

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

New Member Enrollments 22
Active Deceased 1
New Retirements 39
Retiree Deceased 8
Total Active Members 8,418
Total Retired Members 6,848

She reported that a new Benefits Representative were hired. National Student Debt Forgiveness Center (NSDFC) representatives will come and speak at the borough committee meetings, upon request.

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 is excused from this meeting

MEMBERS-AT-LARGE REPORTS

Hazel O. Worley announced the Civil Rights and Equity/Community Service Committee is moving ahead with the Family and Friends Fun Day scheduled for Sept. 2, 2023, at Holiday Hills. She is diligently working to obtain buses and was informed that there is a shortage on buses. The Festival of Cultures will be rescheduled. To date, there are only six registrants for the Summer Camp scholarships. There is a challenge with locating a place for the committee to meet next month.

Venus Colon-Williams announced the Hispanic Committee will march in the National Puerto Rican Day Parade. She will go and pick up the wrist bands June 1. Members can come to the Local on Wednesday, June 7 to pick up their wrist bands. They will not be able to march or enter into the block without a wristband.

Amica Benjamin participated and/or attended the following: 5/2 — Bronx BCCC meeting; 5/3 — Disability Committee; 5/10 — Women's Committee; 5/11 — Civil Service Committee; 5/13 — Homeownership webinar; 5/15 — Brooklyn BCCC; 5/16 — Retiree Celebration Dinner; 5/19 — Queens BCCC; 5/22 — NYCERS Pre-Retirement Webinar; 5/20 — NAMI Walk; 5/24 — General Membership Meeting; 5/31 — Executive Board Meeting

Gregory Smith announced the CWA 1180 Men's Committee meeting is scheduled for Tuesday, June 13. The guest speaker will be Janet Gerhard from FHE who will present on mental health management.

Debra Paylor participated and/or attended in the following activities: 5/4 to 5/8 — CWA Public Sector Conference; 5/4 — Minority Caucus; 5/10 — CWA 1180 Women's Committee; 5/12 — CWA 1180 Annual Appreciation for Activists; 5/15 — Mark Levine Fund Raiser; 5/16 — Retirees Appreciation; 5/17 — Manhattan BCCC meeting; 5/18 — NYC Central Labor Council meeting; elections held; 5/18 — Minority Caucus; 5/22 — NYCERS Webinar; 5/23-5/29 — CBTU 52nd Annual Convention

Helen S. Jarrett attended the following meetings, trainings, webinars, and events: 5/2 - Bronx BCCC monthly meeting; 5/4- 5/8 — CWA Public Sector Conference in Atlanta; 5/9 — Women's Committee; 5/10 — Staten Island BCCC monthly meeting; 5/12 — Site meeting at HRA Mailer Match & Snap 21 and Activist Appreciation Party; 5/15 — Site Meeting at FDNY Metrotech; 5/16 — Retired Shop Steward Dinner; 5/18 — NYCCLC Delegate's Election meeting; 5/19 — 46th Annual Retiree Luncheon and QBCCC monthly meeting; 5/20 — Latino Leadership Institute's 7th Annual Women's Electoral Conference; 5/23 — Borough Leadership Meeting; May's General Membership Meeting; NYC Communities for Change meeting honoring Assemblywoman Latrice Walker; 5/30 — Site Meeting at DEP Lefrak City and NYCCLC Labor Day Parade first meeting; 5/31 — May's Executive Board Meeting.

She also announced that the CLC Annual Labor Day Parade is scheduled for Saturday, Sept. 9. Please place that date on your calendar. She will send out a hold the date.

Next meeting date of the Executive Board is June 29, 2023

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

Respectfully submitted,

Debra Paylor

Member-At-Large ■

COMMITTEES

Civil Rights & Equity/Community Service Committee

Hazel O. Worley, Chair

hworley@cwa1180.org

Meeting: 3rd Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair

mrosenblum@cwa1180.org

Hispanic Committee

Rosario Roman, Chair

rroman@cwa1180.org

Meeting: 2nd Thursday of each month

Legislative and Political Committee

Gerald Brown, Chair

gbrown@cwa1180.org

Men's Committee

Gregory Smith, Chair

gsmith@cwa1180.org

Organizing Committee

Leslie Fine, Chair

lfine@cwa1180.org

People with Disabilities Committee

Edward Yood, Chair

envpush.yme@verizon.net

Meeting: 1st Wednesday of each month

Pride Committee

Vera Jordan, Chair

vjordan@health.nyc.gov

Women's Committee

Denise Gilliam, Chair

dgilliam@cwa1180.org

Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

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Brooklyn BCCC

Ingrid Brown-Lewis, Chair

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Veronica Windley, Chair

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Queens BCCC

Elaine Blair, Chair

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Staten Island BCCC

Dolores Andino, Chair

doloresmandino@gmail.com

MOST meetings start at 6 p.m. and are held virtually unless otherwise announced.

Please check the Local 1180 website homepage at www.cwa1180.org

For information on upcoming webinars, please check the weekly emails blasts from Local 1180 or visit the Union's website homepage at www.cwa1180.org

DOWNLOAD the LOCAL 1180 UNION STRONG MOBILE APP



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CONGRATULATIONS & CONDOLENCES

Condolences to **Local 1180 Recording Secretary Lourdes Acevedo** on the passing of her mother Lucy Berrios. Services were held in Puerto Rico.

Condolences to **Yasmin Alleyne** (PAA Level 1, FISA-OPA) on the passing of her father Jameel Jumarally on June 12, 2023.

Condolences to **Magda Claudio** (PAA Level 1, FISA-OPA) on the passing of her brother Christopher Villanueva on July 24, 2023.

Condolences to the family of **Carolyn D. Parker** who passed away peacefully on July 17, 2023. She was a former CWA Local 1180 Shop Steward at NYPD, Election Committee Chair, PAC Representative and Liaison, and Retiree Members Club Secretary. Carolyn volunteered for Local 1180 for more than 30 years. "Carolyn was a true Local 1180 member, getting involved whenever she could to help her union. It is with extreme sadness that I announce the passing of our friend," said Local 1180 President Gloria Middleton.



Congratulations to **Otissa Dillard (PAA1, DSS)** who was honored at the HRA Employee Recognition Day on June 16, 2023, for 50 years of service by both Local 1180 and the Department of Social Services. **Staff Representative Desiree Waters** and **Member-at-Large Hazel O. Worley** presented Dillard with flowers and a Certificate of Appreciation for her years of service to the city, all New Yorkers, and of course, Local 1180. She also received a certificate from DSS. Dillard is an active Local 1180 member, serving on the Civil Rights & Equity Committee, the Committee on People with Disabilities, and the Women's Committee. In her

free time, she loves dancing, casinos, movies, and going out to eat. "Isn't that something that I've been with the City for 50 years? I never would have thought that when I started on April 1973, that I'd still be here. Then, it was just a job," Dillard said.

Congratulations to **President Gloria Middleton** on being recognized as one of the most influential individuals in New York City's labor movement. The NYC Labor Power 100 recognizes the City's most influential labor leaders working within unions, nonprofits, lobbying, and business sectors. ■

IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Sheila Canty	HRA	6/1/2023
Beatrice Dinhofer	HRA	6/15/2023
Gwendolyn Faison	NYC Transit Authority	7/18/2023
Delilah Felton	NYPD	7/25/2023
Audrey Footmon	NYC Housing Authority	6/12/2023
Yvette Grosvenor	HRA	6/11/2023
Owen Hamilton	HRA	6/18/2023
Eileen Lyons	NYPD	6/20/2023
Joanne Matheson	HRA	7/27/2023
Elizabeth McNeil	Dept of Education	8/2/2023
Jack Moshel	Teachers Retirement System	6/12/2023
Iris Rozansky	NYC Housing Authority	8/12/2023
Mary Smith	Mayoral Agency	8/6/2023
Lillian Vega	Health+Hospitals Corp.	7/25/2023
Clyde Walcott	DOT	7/24/2023
Edith Walker	Law Dept	7/2/2023
Novella Walker	Health+Hospitals Corp.	8/19/2023
Doris Wheeler	HRA	7/2/2023
Arlene White	Health+Hospitals Corp.	7/22/2023
Jeanette Wolfe	Probation	7/21/2023
Toni Wright	DCAS	8/2/2023

2024 Dental Plan Open Enrollment Oct. 2-Dec. 1, 2023

Open enrollment for the 2024 Dental Plan is from Monday, Oct. 2-Friday, Dec. 1, 2023. Plan option information is located on the Local 1180 website resources page at cwa1180.org/resources. This is the only time that members and retirees can switch their Dental Plan option. Details of the dental options will be mailed to members in September at the home address on file with the Benefits Division. Watch your mail or check the website at cwa1180.org/resources.



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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

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Helen S. Jarrett, Debra Paylor, Rosario Roman,
Gregory Smith, Venus Williams, Hazel O. Worley

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Our Newest **STAFF** **REPRESENTATIVE**



Theresa Pinto started working at Metropolitan Hospital in January 2000 as a Clerical Associate II for the Social Work department.

She graduated cum laude from Monroe College, earning her Associate Degree in medical administration in 2011. Two years later she completed her Bachelor's Degree in Business Administration Health Sciences. She graduated with her Master's Degree from the CUNY School of Labor and Urban Studies in June 2022.

As a member of DC 37, she was one of 17 working women to attend the first class of future labor leaders, Women's Leadership Academy.

She was an active DC 37 member and seized the opportunity to learn as much as possible about how unions work. For several years, Pinto was Recording Secretary for Metropolitan's Labor Caucus and in 2019 and was appointed as the Acting Chairperson for the Labor Caucus. In 2020, the committee voted her as the new chairperson. She is also the recipient of the John Reid Award.

Theresa Pinto

"I'm a strong believer in educating yourself in order to strive to the fullest. My children will tell you that I always push members to use all available resources to further their education," she said.

Pinto was promoted in March 2021 to Assistant Coordinating Manager for the Property Office at Metropolitan Hospital, making her a member of CWA Local 1180. She was elected as a Shop Steward in June 2022 and promoted to Coordinating Manager for the Finance Department.

On June 6, 2023, Pinto organized Metropolitan Hospital's first Union Appreciation Day where different locals and vendors came together with the assistance of the Caucus Committee and management. The main purpose of the event was to bring the unions to employees so they could interact with one another, exchange information, and gain knowledge of what benefits the union offers.

"This was especially helpful for the new hires," she said. "I enjoy communicating with union members because I believe that all unions, regardless of the local, are one. My goal was to work with the Labor Caucus in collaboration with the CEO and management to have this as an annual event."

In June 2023, Pinto was appointed as a CWA 1180 Staff Representative where she continues her passion of representing and educating members. ■