

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

COMMUNIQUE



1180 ENDORSES
**ADRIENNE
ADAMS**
FOR NYC MAYOR

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Cover photo courtesy of NYC Council Media Unit



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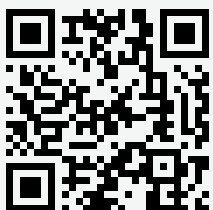
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Find us on the Web
cwa1180.org



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Need help finding your Staff Representative?
bit.ly/3zqAKgY



RETIREE DIVISION

Security Benefits for Retired Members
212.966.5353

Claim Forms Hotline: 212.925.1091
Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
Retiree Benefits: 888.966.5353

BENEFITS

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

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

212.966.5353
Fax: 212.219.2450
benefits@cwa1180.org

CONTACT DCAS

NYC.gov/CivilServiceNowNYC

24/7 Automated info on exams and eligible lists
212.669.1357

Find DCAS

Borough Information + Testing Centers

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

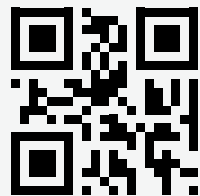
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DCAS Education Programs Catalogue
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1180 ENDORSES
**ADRIENNE
ADAMS**



**FOR
NYC MAYOR**

"Adrienne supports labor and our issues. She is someone who will stand up against Washington, D.C.'s anti-labor, anti-New York tactics," Middleton said. "She will bring a fresh perspective to City Hall. For all these reasons, the Executive Board of CWA Local 1180 proudly and unanimously endorses Speaker Adrienne Adams for Mayor of New York City."

— Gloria Middleton

Several candidates in the June Democratic primary are friends and supporters of CWA Local 1180 and the CWA at large. Many of them have stood with us at rallies, picket lines, and have supported our efforts on pay equity and other social justice issues.

After the Executive Board reviewed the mayoral candidates and their positions on issues important to Local 1180 and the labor movement, engaged in discussions, and conducted thorough research, one candidate stood out as the best choice to lead New York City for at least the next four years: Adrienne Adams.

"We need to stand behind a candidate free of scandal — someone who fights for women's rights and equal rights, and who isn't afraid to be a trailblazer," said **Local 1180 President Gloria Middleton**. "Adrienne has supported Local 1180 every time we needed her, helping advance legislation that makes a significant difference for women and minorities."

Adrienne E. Adams is a woman of many firsts. She was the first woman to represent District 28 in Queens, the first African American woman to hold the position of Speaker of the New York City Council, and, if elected, would become the first woman to lead City Hall.

Adams began her career in the Council in November 2017. As Speaker, she focused on issues critical to the working and middle class, including maternal health, restoring cuts to libraries, community mental health, college access, housing initiatives, and police transparency. Under her leadership, the Council has addressed many inequities throughout the city, including:

- Advancing women's health by addressing persistent racial disparities in maternal health
- Expanding access to abortion and reproductive health care
- Directing the largest municipal funding in the nation to provide access to abortion care for those who cannot afford it
- Expanding support for crime victims in communities experiencing high violence but underserved by traditional victim services
- Creating a \$5.1 million initiative for community safety and victim services at the neighborhood level, and securing funding for New York State's first four Trauma Recovery Centers
- Passing legislation to address gender- and race-based pay disparities affecting municipal workers
- Supporting the funding of CUNY School of Labor and Urban Studies, which CWA Local 1180 helped establish as a full school
- Championing funding for cultural institutions, healthcare, digital access, literacy programs, community food pantries, and small business assistance

Adrienne Adams comes from a labor household and understands the significance of the labor movement.

"Adrienne supports labor and our issues. She is someone who will stand up against Washington, D.C.'s anti-labor, anti-New York tactics," Middleton said. "She will bring a fresh perspective to City Hall. For all these reasons, the Executive Board of CWA Local 1180 proudly and unanimously endorses Speaker Adrienne Adams for Mayor of New York City."

Middleton is strongly encouraging all members who can vote in the June Democratic primary to cast their ballot since voter turnout in any primary is typically low. In the June 2021 Democratic mayoral primary, the first time Ranked Choice Voting was used, only 26.5% of registered voters turned out, according to the New York City Campaign Finance Board.

The Local 1180 Executive Board has made the following early endorsements in citywide and boroughwide races.

2025 PRIMARY



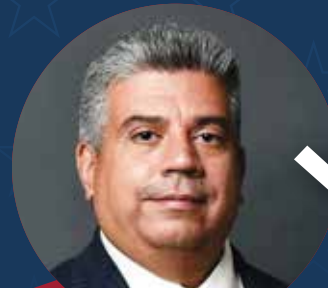
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NYC Public Advocate



Mark Levine

NYC Comptroller



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Brooklyn
(Kings County)
District Attorney



Alvin Bragg

Manhattan
(New York County)
District Attorney



Donovan Richards

Queens Borough
President



Vanessa Gibson

Bronx Borough President



Antonio Reynoso

Brooklyn Borough
President



Ty Hankerson

NYC Council
28th District, Queens

LOCAL 1180 ENDORSEMENTS



Endorsements are on-going. Check our 2025 Election page for up-to-date information.

JUNE PRIMARY DATES

Early Voting.....Saturday, **June 14** - Sunday, **June 22**

Primary Election.....Tuesday, **June 24**

REGISTER TO VOTE

Online via Vote NYC.....e-register.vote.nyc

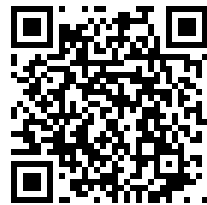
Online via DMV.....voterreg.dmv.ny.gov/motorvoter

By Mail (Download Forms).....vote.nyc/page/register-vote



LEGISLATIVE breakfast

VIEW
FULL
GALLERY



More than a dozen City Council members joined Local 1180 for its March 26 Legislative Breakfast spotlighting Council Speaker Adrienne Adams. Local 1180's agenda for the event was two-fold: discuss the union's legislative priorities for 2025 and beyond and provide some of the most active union members with a chance to personally meet with the Council members in attendance. Making a guest appearance was State Attorney General Letitia "Tish" James, a longtime supporter of Local 1180 and a huge ally of organized labor.

"These are very challenging and uncertain times we are experiencing so it was important for us to have this time with the Council members in a more relaxed atmosphere and let them know where we stand on issues of importance to our members and organized labor," said **Local 1180 President Gloria Middleton**. "We want to be sure that we strengthen our successful partnership we have already built with the Council and further enhance our working relationship as we move along in the year."

Secretary-Treasurer Robin Blair-Batte mentioned two important issues in her speech.

"I know this is a busy time for everyone, especially considering what is going on in the federal government. While I can go deep into a rabbit hole about those issues, I want to focus on two that are important and happening right here in New York City — homelessness with City employees and the need for more public bathrooms.

"There are a lot of city workers that are homeless. While I do not know the exact numbers because some will never tell you that they are homeless as they are embarrassed, the City of New York should be ashamed to have homeless employees who just cannot afford to live here even though we want them to live and work in New York City. There was a time that a 17- or 18-year-old was able to get their own apartment. Now, we have 20- to 40-year-old children still

living at home with their parents — or they are just homeless. Is it low income, is it a lack of affordable housing, is it the lack of space to build affordable housing? I don't know, but this is something to focus on. It is now hard to get our children to even consider getting a city job because of the low income and high cost of living," Blair-Batte said.

She also spoke about the need to have adequate access to restrooms.

"We don't choose whether we want to go the bathroom. Having a bathroom available when you need one is essential. Why aren't bathrooms everywhere? I want to make sure that this project is really implemented because it is important, especially for women, but for men, too," Blair-Batte said.

"If someone urinates in the street, they are fined or arrested, but there are no other options for people. Most establishments won't let you use their restrooms unless you are a paying customer, but at the same time, can we really hold businesses accountable to let everyone walk in and use their restrooms? The city should be responsible for taking care of that need," she said.

Intro. 694 by Council Member Sandy Nurse aims to create a citywide network of public restrooms, establishing a goal of one toilet per 2,000 residents by 2035. Currently, the city has approximately 1,100 public restrooms, ranking 93rd out of the 100 largest U.S. cities in public bathroom availability. The bill would nearly quadruple the number of public restrooms, thereby improving access for residents, especially vulnerable populations such as seniors, people with disabilities, and those experiencing homelessness, according to **First Vice President Gerald Brown**.

Blair-Batte said it's important for all union representatives and City Council members to remember not to legislate what was already negotiated at the bargaining table, but focus on making change in areas outside of the union contract.



Council Members Who Attended

- Erik Bottcher (District 3)
- Gale A. Brewer (District 6)
- Eric Dinowitz (District 11)
- Sandra Ung (District 20)
- Julie Won (District 26)
- Crystal Hudson (District 35)
- Rita Joseph (District 40)
- Darlene Mealy (District 41)
- Susan Zhuang (District 43)
- Farah N. Louis (District 45)
- Mercedes Narcisse (District 46)

Legislative Topics Addressed During the Breakfast

- Collective Bargaining
- Local Law 808
- Importance of the labor movement
- Not legislating what has been won at the bargaining table
- Homelessness, especially regarding City workers
- Lack of public restrooms
- Ongoing fight for legislation that impacts women and their families

Council Members Who Sent Representatives

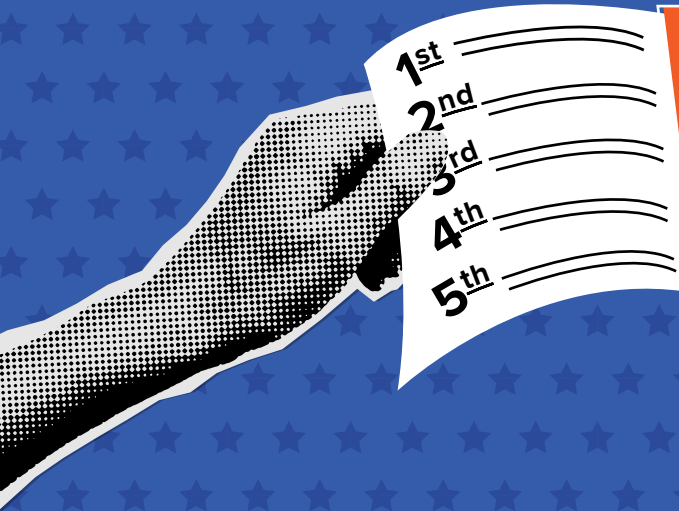
- Julie Menin (District 5)
- Carmen De La Rosa (District 10)
- Kevin C. Riley (District 12)

Several photos courtesy of NYC Council Media Unit



Get Ready for RANKED CHOICE VOTING

in the June Democratic Primary



The list of candidates vying to become the next mayor of New York City is long, but when New York City residents head to the polls on June 24 for the Democratic primary election, they will be using Ranked Choice Voting to choose their top five.

Voters won't be casting their ballot for just one candidate per position, but rather multiple candidates. Ranked Choice Voting, which was approved by 73.5% of voters in 2019, will be used to elect the mayor, public advocate, comptroller, borough presidents, and City Council members.

Instead of choosing their one favorite candidate, voters will have the option of ranking up to five in order of preference in New York City elections. The candidates for each office will appear on the left side of the ballot, and each column will be labeled

first through fifth choice. Voters will indicate a preference next to each candidate, and have the option of leaving some blank.

How Ranked Choice Voting Works

If one candidate gets more than 50% of the first-place votes, then that candidate wins. If no candidate gets more than 50% of the first-place votes, then ranked-choice voting determines the winner.

In round one, the candidate with the fewest first-choice votes is eliminated. For those who voted for that candidate as their top pick, their second-choice votes are counted.

The next candidate with the fewest first-choice votes is then eliminated and those who voted

for that candidate then have their voters shifted to their next top choice. This continues, with one person eliminated in each round.

The process continues until one candidate has more than 50% of the vote.

Local 1180 First Vice President Gerald Brown said that Ranked Choice Voting gives voters a larger say in who gets elected and also prevents costly run-off elections, which have been estimated at \$20 million for each election cycle.

Brown stressed that ranking a backup candidate will not negatively impact a voter's first-choice candidate since subsequent-choice candidates will only count if a first choice candidate is eliminated.

Q What if I don't want to rank all the candidates?

A You do not have to rank all five. You can rank as many or as few candidates (up to 5) as you like. If you choose to vote for only one candidate, just leave the other columns blank.

Q If I rank other candidates, does it affect my first choice?

A Ranking other candidates does not affect your first choice. Only your first choice is counted in Round 1. Your subsequent choices will be considered only if your first-choice candidate does not win.

Q Under what circumstances can my first choice be eliminated?

A Ranking other candidates does not affect your first choice. Only your first choice is counted in Round 1. Your subsequent choices will be considered only if your first-choice candidate does not win.

Q If I really want my first-choice candidate to win, should I rank that candidate in all 5 spots?

A No. Your vote can count **ONLY ONCE** for your first choice. If you rank the same candidate first, second, and third, it is the same as leaving the second and third choices blank.

Q Can I give multiple candidates the same ranking?

A No. If you give multiple candidates the same ranking, this is called an "over-vote". Your vote in that rank, and later ranks, will not be counted.

Q Is the Ranked Choice Ballot accessible?

A Yes, the ranked choice ballot is compatible with the ballot marking devices, as well as the accessible version of the absentee ballot.

Information from: vote.nyc/page/ranked-choice-voting

When ICE Comes Knocking At Your Door

What to Do if You're Stopped by Immigration Officers

The surge in Immigration and Customs Enforcement (ICE) raids has sparked fear and controversy across the United States since the Trump administration's policy shift that prioritizes immigration enforcement and has led to a broader scope of enforcement actions, including in previously restricted "sensitive locations" such as schools and places of worship.

Across the country, immigrant communities are facing a growing wave of ICE raids that have intensified under a stricter immigration policy. These raids target people who have overstayed their visas or are living in the country without legal documentation, regardless of their work or family status. For many, ICE raids have become an ever-present threat, with families fearing that their loved ones could be separated and sent back to countries they had fled for safety or better opportunities. Entire neighborhoods often live with constant anxiety.

Sanctuary cities and states, like New York, have sought to protect their residents, refusing to cooperate with federal authorities. They argue that ICE's focus on enforcement is often tearing apart families and damaging the trust between law enforcement and immigrant communities.

According to the Department of Homeland Security's own published data, in the first 50 days of the Trump Administration, ICE made 32,809 enforcement arrests, compared to 33, 242 in the entire fiscal year 2024. While a large portion of these arrests were of convicted criminals, many others were of immigrants trying to make better lives for themselves in the United States who have lived here for decades and who have children born here. These are families living in this country as law-abiding citizens.

ICE encounters can occur anywhere — on the street, at home, in your vehicle, or even at work — so it's important to know your rights and what to do if you find yourself face to face with ICE officials. Regardless of the setting, staying calm and informed are your most important defenses. Below are some of the most common tips offered by the New York Civil Liberties Union via nyclu.org, where you can find other useful information.

If an Immigration Officer COMES TO YOUR DOOR

- Do not open the door. Not even a little bit. Immigration officers can only enter your home if they have a warrant signed by a judge, which they almost never have.
- Without opening the door, ask for any warrants to be slipped underneath the door, and look carefully to see if it is signed by a judge. Don't be confused. Immigration officers will sometimes have papers that say "warrant," but are signed by another immigration officer, not a judge.
- If immigration officers believe they can enter your home, they might do so without you letting them. If an immigration officer is inside your home, say "I do not consent to you entering my home" and "I do not consent to a search."
- You do not have to answer any questions, including those about who you are, who else is in the home, or your immigration status. You have the right to remain silent. If you do answer questions, do not lie to an immigration officer.
- Immigration officers may try to search your home or question other people in the home. Nobody in your home is required to answer their questions, and you should not agree to let them search your home.

If an Immigration Officer ASKS YOU QUESTIONS

- You have the right to remain silent. You do not have to answer questions asked by immigration officers if you do not want to answer them. This includes questions about your citizenship status, birthplace or place of residence. If you are asked about your immigration status and you wish to remain silent, you may say: "I have the right to remain silent."
- Always remember that even if you answered some questions, you can still decide that you do not want to answer any additional questions.
- Never lie. Do not falsely claim to be a U.S. citizen or to be lawfully in the United States.

If an Immigration Officer ASKS YOU FOR YOUR IMMIGRATION DOCUMENTS

- If you are a United States citizen, you do not need to show any documents. You may choose to show documentation, such as your New York driver's license, which proves that you lawfully reside in the United States.
- If you are an immigrant and do not have valid U.S. immigration documents, remember that you have the right to remain silent. You can

decide not to answer questions about your immigration status or whether you have immigration documents. If you tell an immigration officer that you are not a U.S. citizen and you cannot produce valid U.S. immigration documents, there is a good chance you will be arrested.

- If you are an immigrant who is 18 or older who has been issued valid U.S. immigration documents (such as an unexpired permanent resident card, also known as a "green card"), you are legally required to carry those documents with you at all times. If you have your valid U.S. immigration documents and you are asked for them, it is usually a good idea to show them to avoid arrest. Failure to carry valid immigration documents is a misdemeanor crime.
- If you are arrested because you do not have your valid U.S. immigration documents with you, but you have them elsewhere, ask a friend or family member to bring them to you.
- Never show an officer fake immigration documents or pretend that someone else's immigration documents are yours.

IF YOU ARE ARRESTED by Immigration Officers

- You have the right to remain silent. You do not have to answer questions. You can tell the officer that you want to speak with a lawyer before answering any questions. You may say, "I will remain silent until I speak to an attorney." You do not have the right to an appointed free lawyer, but you do have the right to talk to a lawyer and to hire one on your own.
- You do not have to sign anything giving up your rights, and should never sign anything without reading it first and understanding the consequences of signing it. Signing a document without understanding it could result in you being deported before you see a lawyer or a judge.
- Talk to a lawyer before signing anything or making a decision about your situation. If possible, carry with you the name and telephone number of a lawyer who will take your calls. Immigration law is hard to understand. You may have options that immigration officers will not explain.
- If you are not a U.S. citizen, you have the right to call your consulate or to have a law enforcement officer tell consulate officials of your arrest. Law enforcement officers must let your consulate visit or speak with you if consular officials decide to do so. Your consulate might be able to help you find a lawyer.

Information from: nyclu.org

The rain didn't stop dozens of Local 1180 activists, Executive Board members, Officers, and Staff Representatives from turning out for this year's 19th annual Equal Pay Day Rally at City Hall. Thanks to last-minute efforts by City Council Speaker Adrienne Adams, the rally was moved indoors to the rotunda.

Equal Pay Day calls attention to the salary inequities that exist for women in the labor market — but it's more than just a date. It symbolizes how far into the current year women must work to earn what men earned in the previous year. It also calls attention to systemic issues holding back women from succeeding at the same pace as their male counterparts.

Local 1180 once again sponsored the rally with PowHer NY. Local 1180 President Gloria Middleton and Secretary-Treasurer Robin Blair-Batte kicked off the event, and were followed by the City Council's finest — Speaker Adams, Council Majority Leader Amanda Farias, and Majority Whip Selvena Brooks-Powers. Former City Comptroller Scott Stringer, a long-time Local 1180 supporter, joined in as well.

"The gender pay gap stems from a complex interplay of factors, including occupational segregation, societal norms, discrimination, and differences in work experience and education," Middleton said.

"Historically, certain jobs and skills associated with women have been undervalued, leading to lower pay scales, even when the work is essential. Women often face discrimination in hiring and promotion decisions, leading to fewer opportunities for advancement and higher-paying roles.

"And when it comes to salaries, unconscious biases often influence pay decisions even when employers claim to be fair.

"Women in the workplace deserve the same opportunities, protections, and fairness that men have. We deserve to be treated with respect and dignity. And we deserve policies that acknowledge the unique challenges we face — policies that ensure we can thrive both at work and at home," Middleton said before turning over the microphone to Blair-Batte who spoke at the Equal Pay Day Rally for the first time.

"While we've made progress, the truth is that the gender pay gap still exists across every industry, every state, and every level of employment. This disparity affects women across race, ethnicity, and age. It's a reminder that equality is not just a destination, it's an ongoing journey," Blair-Batte said.

"This disparity is not just an issue of fairness, it's an issue of economic security, empowerment, and opportunity. It affects everything from women's ability to support their families to their financial independence. The longer this pay



EQUAL PAY DAY 2025

gap persists, the longer women face obstacles in achieving the financial security and stability we deserve.

"This is not just a women's issue — this is a human issue. When we advocate for equal pay, we are advocating for a fairer, more just society for everyone. We must challenge the systems that allow discrimination to persist and call for policies that support fair wages for all workers, regardless of gender," she said.

Blair-Batte said Local 1180 will continue advocating for pay transparency and supporting policies that ensure equal opportunities for women in leadership positions, working to create cultures that are encouraging of family care and flexible work arrangements, continue fighting for fair labor laws and strong enforcement of those laws.

VIEW FULL GALLERY





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“Every year, we gather on National Equal Pay Day to celebrate the progress we have achieved together and take stock of the work ahead of us to close the pay gap. Here in New York, working women earn 87 cents on the dollar compared to a man in the exact same position. The disparities are even wider for women of color. Black, Latina, and Native American women earn 66 cents, 60 cents, and 55 cents respectively. These inequities cannot continue. We must continue to fight to close the gap to achieve a fairer and more equitable workforce that pays workers and women what we deserve. Thank you CWA 1180, PowHer New York, and all of our wonderful advocates, for your continued partnership. Together, we will secure equal pay for all!”

— NYC Council Speaker Adrienne Adams

“Equal pay is not just a women’s issue — it is an economic necessity. In New York, women earn only 87 cents for every dollar a man makes, with even greater losses for Black, Latina, and Native women. These disparities cost women millions over a lifetime — money that should be building homes, funding education, and securing financial stability. As Majority Leader, I am committed to closing this gap through bold policies that enhance pay transparency, strengthen workplace protections, and ensure fair wages for care workers. That is why I introduced Int. 984, requiring pay equity reporting to hold employers accountable. New York must lead the fight for economic justice, and we will not stop until equal pay is a reality for all.”

— NYC Council Majority Leader
Amanda Farias

“Equal Pay Day is a stark reminder that wage disparities continue to hold back women—especially Black and brown women — from achieving true economic security. That’s why I’m championing Introduction 808, a bill that strengthens New York City’s pay transparency laws. Employers must be up front not just about salaries but also about benefits like health care, retirement, and bonuses so workers fully understand their compensation. Transparency is a powerful tool in closing the wage gap, and we must hold employers accountable to ensure fair pay for all. When women thrive, our entire city prospers.”

— NYC Council Majority Whip
Selvena N. Brooks-Powers

Several photos courtesy of NYC Council Media Unit

”



GLORIA MIDDLETON

Under Attack But Not Backing Down

I know I've spoken about this before, but with each week, I'm amazed — although I guess I shouldn't be — at the new attacks on labor, the working class, women, and minorities that pour out of Washington, D.C. We knew it was going to be a rough four years, but I'm not sure any of us knew to what lengths this president would go to dismantle all that we in labor have worked so hard to build.

Across the country, we're seeing a disturbing rise in government policies aimed at weakening workers' rights, silencing our voices, and dismantling the power of organized labor.

From attempts to roll back collective bargaining rights to legislation aimed at making it harder to unionize, it's clear that the current presidential administration, while elected by the people, is not on the side of working people.

As organized labor, our fight is never over; sometimes it just slows down. Now is not that time. Now is the time we need to strengthen our resolve. Round up more troops. Make our voices louder.

We are living in a time when working people across the country are under constant attack by our own government leaders. Anti-union policies are being pushed at the federal — and in some cases even at state and local levels — to weaken our collective power, silence our voices, and make it harder for working people to stand up for fair pay, safe workplaces, and basic dignity on the job. These policies take many forms—right-to-work laws that erode union membership, efforts to gut public sector bargaining rights, and rules designed to delay or deny union elections.

These efforts are part of coordinated, well-funded agendas by those who want to return to the days when workers had no say, no protections, and no recourse. I want to be clear about one thing: when unions are under attack, the entire working class is under attack. Without unions, wages will fall, benefits will start to disappear, job safety will

decline, economic inequality will grow, and the promise of a better life for the next generation will fade.

Anti-union policies don't just hurt union members; they hurt all workers. When unions are strong, workers are strong, and when there are no unions, which is what this president wants, the entire working middle-class population suffers.

The labor movement is not just about wages, however; it's about justice, democracy, and human dignity. What's happening across this country threatens the very foundation of workers' rights and the future of organized labor. The surge of anti-union government policies designed to undermine, discredit, and dismantle the collective power of working people is not only an attempt to weaken the power of unions, but weaken democracy itself.

And it doesn't stop at the workplace. These same anti-union forces are often the ones attacking voting rights, public education, social programs, and immigrant communities. They thrive when we're divided. But the labor movement is rooted in unity, solidarity, and a shared commitment to strength that is the core of our foundation.

We have faced these attacks before throughout history. We've stood on picket lines. We've been blacklisted and vilified in the press. But every time, we came back stronger because we knew what we were fighting for. After all, unions built the middle class. We fought for—and won—the weekend, the 8-hour workday, health benefits, retirement security, and the right to speak up without fear. We've always had to fight for what's right and now is no different.

As organized labor, our fight is never over; sometimes it just slows down. Now is not that time. Now is the time we need to strengthen our resolve. Round up more troops. Make our voices louder. We cannot allow our hard-fought rights to be stripped away by politicians' calculated efforts to undo decades of struggle. The rights we have were not given to us; we earned them through strikes, marches that included brutal beatings and death, negotiations, and solidarity.

We can't, and won't, let the Trump administration turn back the clock to a time when workers had no rights. We will not be silent. We will not stand down.

We've already seen how right-to-work laws weaken union membership and bargaining strength. The Trump administration is now pushing legislation to restrict public sector unions, attack prevailing wage laws, and slash labor protections. In some cases, anti-union officials are being appointed to key labor boards.

This administration knows what it's doing. They have a plan. But so do we. We need to send a message to our elected officials at all levels of government that you are either with the working people or you are with the billionaires and corporations trying to destroy the backbone of what keeps America running.

Now more than ever, we must stay united — at work, in our communities, and at the ballot box. In New York City, we have a Democratic Primary in June, one that will determine our next mayor. We have endorsed Adrienne Adams because she has been, and will always be, on the side of labor and the working, middle class. Adrienne has stood with labor not just in words, but in action. She has not only attended our Equal Pay Day rallies but stood front and center in unity, supported our legislation, answered our calls, and come to our defense when the attacks have been relentless.

Our next mayor will be the one to guide this city for the next four years. The one we will negotiate our next contract with. The one who can help labor stand strong against federal attempts to destroy us.

If you can vote in the June primary, please vote for the candidate who comes without scandal, without a history of destroying the pension system, and without wanting to destroy collective bargaining rights.

The organized labor movement belongs to all of us. Together, we are unstoppable. Because when they come for one of us—they come for all of us. We are not backing down. We are not giving in. And we are not going anywhere.

We are labor and we are just getting started.

STOP THE CUTS



Dozens of Local 1180 members joined more than 10,000 people who packed the streets of Lower Manhattan on March 15 to send a strong, unified message to Congress and the White House: stop the cuts and stop the attacks on hard-working Americans.

The marchers came from unions, community groups, and health care organizations afraid for their future of their jobs, their families, and worker rights. Tens of thousands of workers have been laid off and Washington is moving forward with proposals to cut \$2 trillion in funding for services and programs that working families often rely on.

What does organized labor do when it's under attack?

We band together, organize, mobilize, and stand up and fight back!

CWA District 1 helped organize and lead the massive march that included a “Die-In” outside of the New York Stock Exchange to demonstrate the catastrophic impact of cuts to jobs, federal funding, and vital social services under consideration.

“We are living in a critical moment. Slashing funding for public services, laying off thousands of workers at previously unimaginable rates, threatening our health care and retirement, sweeping declarations nulling collective bargaining agreements. Make no mistake: these are direct and wholesale attacks on America’s working people by a billionaire class and billionaire-funded politicians who want to hoard both wealth and power,” said CWA District 1 Vice President Dennis Trainor. “We will not stand by and watch it happen! The need to act has never been greater.”



MEMBERS IN ACTION

Comptroller's Office Employee Recognition

On Jan. 29, the Office of the Comptroller held its Employee Recognition Ceremony at 1 Centre St. honoring employees who reached milestone years of service last year. Local 1180 **Second Vice President Teesha Foreman** and **Staff Representative Theresa Pinto** attended the event to represent the union and congratulate all the members. Congratulations to all Local 1180 members who were honored.

- Jovanni Ayala** — 5 years
- Arianna Forrest** — 5 years
- Edward Koparanian** — 5 years
- Xavier Reyes** — 5 years
- Monise Etienne** — 20 years
- Steven Anastasi** — 25 years
- Sayeed Chawdhury** — 25 years
- Stephanie Celaire** — 30 years
- Millie Arroyo** — 35 years
- Seetamattee Etwaroo** — 35 years
- Tonia Montgomery-Hendricks** — 35 years
- Ana Rodriguez** — 35 years
- Freddie Santiago** — 35 years
- Howard Cooper** — 50 years



Above left: Staff Rep Theresa Pinto, Second Vice President Teesha Foreman, PAAs Ana Rodriguez and Tonia Montgomery-Hendricks, and Shop Steward Vivian Ramos, also a member of the QWL Committee.

Above: Local 1180 member Howard Cooper was honored by City Comptroller Brad Lander for his 50 years of service.

At left: PAA Seetamattee Etwaroo being congratulated for her 35 years of service by Pinto and Ramos.



Employee Recognition Second Vice President Teesha Foreman

congratulates Admin Manager Cynthia Carr-Johnson for her 35 years of service at the FISA/OPA Employee Recognition Ceremony on Jan. 23. Pictured with them is FISA/OPA Executive Director Neil Matthew. Staff Rep Theresa Pinto also attended the event. Other Local 1180 members recognized for the years of service include:

- Evan Bellaff** (CATS) — 10 years
- Michael Varriano Jr.** (CATS) — 10 years
- Raymond Gehringer** (CATS) — 15 years
- Nathalie Simon** (Admin Manager) — 15 years
- Sophia Mayne** (Admin Manager) — 20 years
- Modisha Moses** (Admin Manager) — 20 years
- Sidene Smith** (PAA) — 20 years
- Tameka Gilliam** (PAA) — 25 years
- Diahann McNeil** (Admin Manager) — 25 years
- Frank Velazquez** (Supervisor of Office Machine Operations) — 25 years
- Cynthia Carr-Johnson** (Admin Manager) — 35 years



SOMOS in Albany

In March, Hispanic Committee members represented CWA Local 1180 at the SOMOS conference in Albany where they participated in workshops and panel discussions addressing critical issues impacting the Latin community, including the housing crisis, defending immigrant communities, and cultural heritage through "Un Verano en Nueva York." Committee members gained valuable insights and resources, which were then shared with the Hispanic and other

committees to foster greater awareness and support. Attending were **Committee Chair Rosario Roman**, and committee members **HPD Shop Steward Pamela Odle**, **Staff Rep Theresa Pinto**, and **Member-at-Large Dennis Vargas**.



Panel Discussion Local 1180 Secretary-Treasurer Robin Blair-Batte Robin was one of the panelists at the National Labor Management Committee discussing best practices and methods for unions to communicate with their members, and shared their experiences and insights on robocalls, texting, personal relationships, mailings, and digital tools.



Political Endorsements The Local 1180 Executive Board met to start screening political candidates running for various New York City offices, including Brooklyn Borough President, Public Advocate, Comptroller, and several District Attorney seats (see pages 4-5 of this newsletter for a list of all endorsements as of this newsletter's publication). At top right, **Second Vice President Teesha Foreman** is with Brooklyn Borough President Antonio Reynoso and Deputy Borough President Kim Council after the screening.



Conference Room Naming

When **Secretary-Treasurer Robin Blair-Batte** wanted to honor former Local 1180 President Arthur Cheliotis for his longtime commitment to the union and its members, she thought one of the best ways was to name the third floor conference room in his honor. After all, Cheliotis held years' worth of staff meetings in the conference room, meetings that prepped the officers, staff representatives, and staff on important issues impacting the membership. "Thank you for being a great leader, a great mentor and a big supporter of the staff and the members," Blair-Batte said at the dedication. "You have served this membership and 1180 staff for more than 30 years with greatness and dedication. We appreciate that and therefore dedicate this conference room to you."



Tackling Gender Justice The CWA District 1 Human Rights Committee continued its excellent work by hosting the newly released Gender Justice Program on March 25. Local 1180 **Second Vice President Teesha Foreman** conducted the class with two of her national Human Rights Committee members. Local 1180 retiree and former Member-at-Large **Hazel O. Worley** and **Cheryl Drumgold** (Admin Manager, ACS) participated in the class. The day-long program addressed gender bias, patriarchy, and homophobia in labor throughout history and today, helped members challenge their own gender biases, and encouraged community engagement to foster a more proactive movement for gender justice.



Wear Red Day **Otissa Dillard** (PAA — HRA) and **Donna Doxen-Williams** (Admin Manager — DOC) both members of the Local 1180 Committee on People with Disabilities, came dressed in red for the February meeting to show their support for National Wear Red Day on Feb. 7, that draws attention to women's cardiovascular health during American Heart Month.



Honored Times Two

Staff Rep Shakima Ivory was honored twice earlier this year for her contributions to both the Black community and the women's movement. In February, she was presented with the Thomas S. Boyland Award commemorating the leadership principles demonstrated by the late Mr. Boyland, a true leader himself. She was nominated for the award by NYS Assemblywoman Latrice Walker, who also presented Ivory with the award. In March, she was

honored by the NAACP for her commitment to advancing the role women play in educating and inspiring generations, not only within our families but across our communities. Pictured with her are **NYCHA Shop Steward Desiree Brown** and Lynn Spivey, President of the NAACP NYCHA Branch.

HONORING BLACK HISTORY & LABOR

A Call to Preserve Progress & Defend Civil Rights in a Divided Nation

As one of the few female labor leaders in New York City, and one of even a smaller handful of Black female labor leaders, Local 1180 President Gloria Middleton was called upon several times during Black History Month to speak about the importance of labor and the Black communities working together to advance the working middle class. As an outspoken proponent of labor rights, Black rights, women's rights, and minority rights, Middleton helps set the stage for both current and future generations. Below is a speech she gave on Feb. 8 in Queens where she was invited by Councilmember Dr. Nantasha Williams to be the keynote speaker. During the course of the month, Middleton gave variations of this same speech on other occasions.

Black History Month is celebrated in February because Dr. Carter Woodson — founder of the Association for the Study of African American Life and History who was known to many as the “Father of Black History,” wanted it to coincide with the birthdays of Abraham Lincoln and Frederick Douglass — two significant figures in Black American history.

In 1926, Woodson initiated what was then called the first “Negro History Week”. It wasn’t until 50 years later, in 1975, that President Gerald Ford encouraged all Americans to “recognize the important contributions made to our nation’s life and culture by Black citizens.”

One year later, in 1976, the Association for the Study of African American Life and History that Woodson founded extended this commemoration from a week-long observance to a month-long celebration, now known as Black History Month.

And here we are — gathered together as Americans ... as Black Americans ... as Black American labor leaders and politicians ... to mark this special month. A month that pays tribute to those who paved the way for us to become the leaders we are today.

Most of us have family histories full of trials and tribulations, the likes of which we thought we’d only hear about in stories passed down from generation to generation. Stories of Slavery... of Segregation ... of the Jim Crow era ... of diminished access to housing, education, and opportunities.

Yet, with a new #47 presidential administration in Washington, I fear for the return of what we have

left in the past. We are at a critical crossroad in history, one that could mean moving forward, or taking giant steps backward to an era we worked so hard to leave behind. The dread many Black Americans feel about Donald Trump’s triumph in the 2024 presidential election is not misplaced.

We are facing an administration that is trying to roll back and erase anything and everything that doesn’t fit their agenda — DEI, Black history, civil rights, worker rights, reproductive rights, labor rights — basically all that goes against the progress we’ve made.

His agenda presents a mix of challenges for Black communities. Policies targeting immigration and government reform, for example, could exacerbate existing inequities, while the rollback of DEI programs threatens to stall progress toward racial justice.

Many critics have warned that these proposals risk further marginalizing Black communities in an era of increasing social and economic disparities. No one can ignore the devastating and long-term impact of these policies on communities already dealing with systemic barriers.

There is often discussion on whether there should even be a Black History Month as it condenses such significant contributions and the importance of our people down to a mere 28 days.

Don’t we deserve to have our history celebrated and commemorated year-round, or are we only worthy of a few weeks of stacked content in the media and in our educational system? And because that history is celebrated in the shortest

month of the year, lessons often focus on the same few — albeit very important — players like Martin Luther King Jr, Rosa Parks, Malcolm X — giving generations of students a mere glimpse into our extremely comprehensive Black history.

Should Black history not be celebrated every day and treated as a crucial and essential part of America’s historical discussion? Maybe then, we would not be facing the predicament that we are, with a country so harshly divided — or dare I say “segregated” — on the issues facing Black and other marginalized communities?

One hundred years ago, a young American labor unionist and civil rights activist named A. Philip Randolph had the foresight to organize and lead the Brotherhood of Sleeping Car Porters, the first successful African-American-led labor union. Without him, most of us would not be where we are today in the labor movement. He believed in organized labor’s ability to counter workforce discrimination to help gain employment advancements for Black Americans.

In March of 1941, Randolph declared that “mass power can cause President Roosevelt to issue an executive order abolishing discrimination in defense jobs and the military.”

This is a lesson we need to follow today. Organized labor, and particularly Black organized labor, needs to come together en masse and use our power to tell the Trump Administration that discrimination against Blacks and other minority communities will NOT be tolerated. Our country has come too far to turn back now!

We cannot sit back idly and watch our rights be dismantled. When we talk about labor rights, we are talking about civil rights. A. Philip Randolph knew it 100 years ago and we know it today. It's a message we MUST continue to perpetuate.

It's apropos that this year's theme of Black History Month is "African Americans and Labor" – a theme that prioritizes the types of labor African Americans have provided throughout the country's history, including "free and unfree, skilled, and unskilled, vocational and voluntary."

Up until 1865, we were slaves, providing free, unskilled work in the fields. Today, we are free to pursue our dreams and become doctors ... lawyers ... accountants ... teachers ... politicians ... and labor leaders. We are leaders in our communities, in our cities, in our states, and in our country.

Look around this room and see just how far we have come – and why we can NOT go back. We've worked hard to get where we are. We cannot – will not – let the sacrifices of our ancestors be for nothing. It is not my generation I am the most concerned about. It is that of my son and my grandchildren and all future generations if we do not stand our ground now and do everything in our power to stop Washington's power mongers from setting us back decades – centuries – and turning this country into one none of us recognize.

So, as we continue to celebrate Black History Month for the next few weeks, remember the true meaning of what this is all about – understanding the importance of our own family stories ... the importance they play in the context of American history ... and the value of the contributions – no matter how big or small – each and every one of you make on a daily basis.

If the world would only stop seeing people as a specific race, or religion, or nationality, or gender, and remember that we all bleed red, we'd all be in a better place.

Thank you for honoring me today as your guest speaker, and for providing me with the platform to talk about a topic and issues that are so close to my own heart.



Black History Month President **Gloria Middleton** spoke at the Department of Aging's Black History Month celebration where the topic was Black History and the Labor movement (above). She also was the guest speaker at a Black History Month and Labor Program sponsored by Council Member Nantasha Williams at the Jamaica Performing Arts Center.

This community celebration paid homage to labor leaders of the past and present with special performances to commemorate the legacy. In addressing the crowd, Middleton said she was honored to be the voice of the Black female labor movement, but called out those who paved the way for her to be able to do the work she does today.



CWA District 1 Spotlights 1180 Member During **Black History Month**

Rodrick Leary



Each week throughout February, CWA District 1 highlighted one member, nominated by their peers, for their Black History Month Spotlight, lifting up their contributions and the impact made in our union and communities.

Rodrick Leary, Data Scientist at the National Audubon Society, Shop Steward, and former Bargaining Committee Member for CWA Local 1180, is being spotlighted for Black History Month in recognition of his dedication to his fellow union members and being a leading voice helping mobilize coworkers across the country to fight for — and win — their first union contract!

A few months after negotiations between CWA Local 1180-Bird Union and the National Audubon Society began, a bargaining unit member stepped down as they were leaving the company,

and Leary stepped right in to fill the role. Despite starting a bit later in the game, he grew to become a strong leader on the team due to his dedication, participation, and advocacy.

Leary not only led non-bargaining and mobilizing meetings, but he was also an essential line of communication between the membership and CWA. Even after the three years of bargaining and deep involvement, Leary signed on to be a Shop Steward where he is able to continue his leadership role often serving as a helpful reference point for advice, guidance, and context for member representation.

He had less time than other members in the 1180-Bird Union's organizing and has still become a major component of the shop that deserves recognition.

DEI Isn't Dead — But It's Being DISMANTLED

From Congress to colleges, Diversity, Equity, and Inclusion (DEI) initiatives are under attack in the United States. These policies, which have long sparked debate about their effectiveness and fairness, are now being dismantled under the Trump administration's move to undo policies meant to help marginalized groups succeed.

DEI — originally created to fix historical injustices — focused on building fairer workplaces for those with fewer opportunities. After the Civil Rights Movement, when there was a push to fight systemic discrimination, DEI was meant to give everyone equal access to jobs, no matter their background.

These policies were aimed at preventing discrimination, creating environments more welcoming to people from marginalized backgrounds, and providing opportunities for groups less likely to have equal chances of securing employment at their academic or skill level.

In the 1960s, as is often the case still today, white men received preferential treatment in job offers even when there were equally qualified candidates of other genders and races.

The Civil Rights Act of 1964, which outlawed discrimination due to race, color, religion, sex, or national origin, laid the groundwork for numerous DEI initiatives.

Local 1180 President Gloria Middleton, an outspoken proponent of equality for all, said that labor needs to be more vigilant now than ever because DEI dismantling by the Trump administration poses significant threats to the progress labor has made — progress that has allowed women and minorities to succeed, grow, and lead in ways that were once unimaginable.

"This president is intent on attacking all pathways to the American dream that give everyone, no matter their gender, the color of their skin, or their ethnicity, the ability to thrive and succeed in this country," Middleton said. "Instead, he wants to keep those opportunities for those who least need them, white men and the privileged upper class. His attacks on DEI are attacks on women, attacks on minorities, and attacks on lower-income individuals looking to build a better life for themselves without barriers standing in their way."

She said that just as affirmative action was created to address the systemic discrimination that women — especially women of color — have faced in both education and employment, DEI policies have helped provide opportunities for more white women, women of color, and minorities to advance in fields where they've historically been excluded.

"Under the Trump administration, we have seen consistent efforts to dismantle these critical policies. From limiting diversity initiatives in government agencies to challenging diversity and inclusion programs in private corporations, Trump's policies have made it harder for women to

secure the opportunities we

deserve. His stance

makes it clear:

diversity should take

a backseat to what

he calls 'merit,'

but this ignores

the barriers

women and

minorities face in

accessing equal

opportunities in

the first place," she

said. "I'm not saying

that merit isn't important,

because it is. What I am saying

is that Trump's DEI policies do not

just hurt women in the workplace — they

leave us behind!"

While critics of DEI claim that the programs are now unfairly disadvantaging and discriminating against white men, Civil rights and labor leaders warn DEI rollbacks could erase hard-fought gains in the workplace.

"One of the best quotes I read about the true value of DEI is that 'DEI is about developing talent, measuring it in a fair way and finding hidden talent and disadvantaged talent in a world where not everybody has an equal chance to exhibit their abilities.' This is what DEI is all about and why it's so important that labor works together to make sure DEI programs stay in place," she said.



Union Organizes New Group **LGBT Community Center Joins Local 1180 Family**

Workers from New York’s historic Lesbian, Gay, Bisexual & Transgender Community Center (The Center) are Local 1180’s newest private sector group after the organization voluntarily recognized the union on April 2.

The Center has been a fixture of the queer community since the 1980s, providing life-saving services for more than 6,000 New Yorkers a week. The 57 newly unionized members support the community by providing health services, youth counseling, substance abuse treatment, advocacy, meeting spaces, and more.

Voluntary recognition means that a union election was unnecessary because of the overwhelming support for unionization at The Center. In March, a supermajority of workers "marched on their boss," and delivered a petition requesting management recognize CWA Local 1180 as their union and make it official.

“Throughout their organizing campaign, these workers have shown an unwavering commitment to their union, to The Center, and to the LGBTQ+ community,” said **Local 1180 President Gloria Middleton**. “By choosing to voluntarily recognize the union, The Center has met us with the spirit of mutual respect that we hope will carry over to the bargaining table as we negotiate a union contract.”

Workers had been organizing for a long time underground. Working with a volunteer organizer at first and then with **Local 1180 Organizer Alex Dinndorf** and CWA District 1 DOC Maddox Wolfe, building their committee before going public with their intent to unionize.

“I am beyond thrilled that we came together as workers, specifically as queer and trans folks, to support each other during this time,” said **Shana Salzberg, a Youth Substance Use Treatment Coordinator**. “We worked hard to build this union together, and I’ve never been more proud to work alongside some



of the most powerful and brave people I’ve met to build a better world for our community members and for each other.”

Organizing issues include low pay, layoffs, front desk safety concerns, and health insurance costs. The workers are proactive and have already elected a Bargaining Committee to negotiate with management and are getting signed up on membership cards.

Silas Norum-Gross, a Youth Substance Use Counselor, said members are excited to have a seat at the table when it comes to how workers are treated at The Center.

“Having a role in how our working conditions are decided will personally make me feel more in community with the executive staff,” Norum-Gross said.

CWA is committed to advocating for LGBTQ+ workers in partnership with The Center. Local 1180 also represents 380 crisis workers from the Trevor Project, the leading suicide prevention and crisis intervention nonprofit organization for LGBTQ+ young people, who are close to securing a tentative agreement on their first contract after years of union busting.

Middleton said these institutions are more important now than ever in the LGBTQ+ community. After Trump was elected, the Trevor Project saw a 33% increase in call volume the following day.

Meet Our New **Private Sector Mobilizer**

J E Y B O R N

Jey Born became a union electrician for IBEW Local #3 in 2002, working in the construction industry for 16 years before deciding that although he thoroughly enjoyed the work, he found it socially isolating.

As a way to feel more connected to the world and people who had different experiences than he did, Born began listening to public radio at work and fell in love with the craft of sharing stories. It was then that he decided to make a major career change to become a public radio producer.

He started working for the oral history project StoryCorps, one of the private sector shops represented by CWA Local 1180, as they were entering the final stages of their first contract negotiation in 2018. Shortly after that contract was ratified, he was elected as a Shop Steward, a position he held for six years.

During that time, Born represented several members in grievance procedures, participated in the latest contract negotiation, and was instrumental in building an extremely powerful union base at StoryCorps.

Earlier this year, Local 1180 brought on Born to be part of the internal team as the newest private sector shop mobilizer.



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

M³ Technology Awards \$10,000 in College Scholarships

Four Local 1180 members and six members' family members were the recipients of this year's M3 Technology \$1,000 education scholarships. The union received almost 100 applications.

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

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

"We are blessed to be able to offer these 10 scholarships as a means of helping offset the cost of college expenses. Higher education has become unattainable for so many of our members and wherever we can make a difference,

I'm glad we are able to do so," Middleton said. "This partnership with M3 enables us to ease the burden that comes with college tuition."

Lenwood Stevens, Coordinating Manager and Shop Steward at Kings County Hospital Center, said the scholarship he received pushed him to finish obtaining his master's degree in psychology from Capella University. After completing his bachelor's degree in psychology in 2009, Stevens said he was content at his job until realizing he would not be able to advance his career without the more advanced degree. When he came across the information about the M3 Technology scholarship and applied, he did not expect to win.

"I was very surprised that I got the scholarship. If I wasn't a union member, this never would have been available to me," Stevens said. "I've applied for other scholarships that were not from the union and never heard back on them so that's why I was kind of shocked to know that I got this one. Tuition is not cheap so this definitely helps."

Once finished with his master's in September, Stevens said he would like to work at DHS with the homeless population, LGBTQ population, or in mental health or substance abuse.

He said that if anyone is considering whether to become a union member, "you definitely want to because then you have someone to back you up on the job; you have a safety net. You have a voice to defend you and stand up for you and fight for you on the job."

Administrative Manager Antoinette Robinson (HPD) decided to return to school because she considers herself a "habitual student," always looking for ways to improve herself and advance her skillset.

After earning a degree in business, she then chose to return to school for nursing, before switching gears for her current pursuit of public health. She said that education has been a journey but believes she has found her calling. With only four classes to go, Robinson finally sees the finish line, something the \$1,000 scholarship is helping her reach.

"I got a notice in the mail about the scholarships and figured I'd put my name in. I didn't think I'd actually get anything," she said. "For some reason I was chosen, and I thought it was a joke, so I called the union and asked what the catch was because there's always a catch. They told me there wasn't one."

Robinson said that although she's not as involved in the union as she used to be, there are definite advantages to being a part of Local 1180 — and the scholarship opportunities are just one.

Congratulations to the 2025 Winners

Vivian Forti
Admin Manager — DOT

Saskia Pierre
PAA — DSS

Evan Powell-Newman
Son of
Paulette Powell
PAA — OPA

Dorinda Kitsina Simms
Wife of
Paul Patrick Simms
Admin Manager — DOITT

Deanna Williams
Niece of
Nola Ismael
PAA — FDNY

Kyma Paul
Kymora Paul
Daughters of
Amica Benjamin
Admin Manager — OPA

Alyssa Lin
Granddaughter of
Florence Mallette
PAA — DOF

Antoinette Robinson
Admin Manager — HPD

Lenwood Stevens (Shop Steward)
CM — Kings County Hospital Center



Local 1180 President Gloria Middleton and M3's John B. Pescitelli (center) with some of the scholarship award winners at the March general membership meeting.



TEESHA FOREMAN

Reflecting on the 60th Anniversary of the Selma March

Sixty years ago, thousands of courageous Americans took a stand by taking a walk. The Selma to Montgomery March of 1965, a defining moment in the civil rights movement, was not just a protest – it was a demand for dignity, equality, and justice. It was about ordinary people stepping into extraordinary roles, facing brutality with bravery, and changing the course of history.

“Bloody Sunday” shocked the nation and led to passage of the Voting Rights Act of 1965, which was signed into law by President Lyndon B. Johnson on Aug. 6, 1965. This landmark federal legislation aimed to eliminate discriminatory practices that had disenfranchised Black voters, particularly in the south. It prohibited racial discrimination in voting, ensuring that the right to vote could not be denied based on race or color.

Now, 60 years later, the legacy of those marches continues to echo through today’s ongoing fight for civil rights.

In March 2025, Selma and Montgomery hosted a series of events to honor this historic anniversary. From the Selma Bridge Crossing Jubilee to the mock trial (The United States vs. Project 2025) where we had special testimony from United States Representative Auntie Maxine Waters to the Martin & Coretta King Unity Breakfast. From the Freedom

Walking forward means listening to voices long silenced. It means showing up in the streets, at the ballot box, and in our communities with the same determination that fueled the marchers of 1965. Their legacy lights the path and step by step, we carry it forward.

Flame Awards Banquet (where I got to take a picture with the one and only Joy Reid) to standing on and later marching across the Edmund Pettus Bridge with my CWA Human Rights Committee members as we marked the 60th anniversary of that historic march. I reflected not only on the struggle for voting rights but on the broader fight for workers’ rights, human rights, and the power of collective action.

The fight for civil rights and the fight for labor rights have always been intertwined. Dr. Martin Luther King Jr. made it clear: “The labor movement was the principal force that transformed misery and despair into hope and progress.”

The marchers in Selma risked everything. On “Bloody Sunday” they faced beatings and tear gas as they crossed the Edmund Pettus Bridge, their only weapons being conviction and courage. What they walked for – justice, equality, the right to be heard – is what we continue to walk for today. We honor the bravery of those who walked so we could run. But we also recognize how far we have yet to go. Voter suppression, inequality, and injustice still haunts our systems; we must keep walking together.

Walking forward means listening to voices long silenced. It means showing up in the streets, at the ballot box, and in our communities with the same determination that fueled the marchers of 1965. Their legacy lights our path and step by step, we carry it forward.

In our union halls, in our workplaces, and in our communities, we carry their spirit forward. When we organize for better wages, demand safe working conditions, or stand in solidarity with those whose voices have been silenced, we honor those who marched in Selma. We remind ourselves that progress isn’t handed to us – it’s marched for, fought for, and earned through unity and perseverance.

While the Voting Rights Act was a monumental achievement, the fight for voting rights continues. Recent events have seen efforts to roll back protections and implement new voting restrictions that disproportionately affect racial minorities, the poor, and younger and older voters. During the 60th anniversary commemorations, leaders like House Minority Leader Hakeem Jeffries and civil rights advocates emphasized the need for vigilance and continued advocacy to safeguard democratic participation.

“Struggle is a never-ending process. Freedom is never really won; you earn it and win it in every generation,” said Coretta Scott King. Those words still ring true.

This is my time, our time, our generation, and as union members, we understand the importance of collective action in achieving justice. The legacy of the Selma to Montgomery March reminds us that progress requires ongoing effort and solidarity. Let us honor this anniversary by renewing our commitment to ensuring every voice is heard, and every vote is counted.

Participating in the 60th Anniversary ignited an emotional fight in me like never before. My hope and prayer is that hearing and seeing this experience through my eyes ignites an emotional fight in each of us and this nation that will inspire us to vote like our very existence depends on it – because it does!

Where there is injustice, you will find us!

See you at the ballot box on June 24th and anytime there is an election. Not just the Presidential ones. If you don’t stand for something, you will fall for anything.



WOMEN'S HISTORY MONTH

CWA District 1 Spotlights 1180 Member During Women's History Month: Cheryl Drumgold



This year's Women's History Month theme, "Moving Forward Together," emphasizes the collective strength and unity women have fostered throughout history as they have fought for progress, equality, and justice. Women in the labor movement have not only advanced the rights of workers but have also served as catalysts for social change, advocating for solidarity across racial, gender, and class lines. Women have shown that

when we stand together, we can overcome adversity and create a more just society for all. Their contributions in the labor movement exemplify the spirit of moving forward together by fighting for collective rights, safe working conditions, and equal opportunities.

The theme "Moving Forward Together" reminds us that women in the labor movement have always worked in unity to break down barriers and create

lasting change. As we celebrate Women's History Month, we honor the legacy of these women who fought for dignity, equality, and justice, and we are reminded that progress is only possible when we move forward, together.

Cheryl Drumgold (Admin Manager, ACS) is a dedicated activist in her union, church, workplace, and community. With more than 28 years of service at the Administration for Children's Services, she has remained committed to advocating for the well-being of others. She actively participates in events, rallies, and parades, always championing important causes.

Drumgold is a proud member of Local 1180 and is the newly elected Civil Rights & Equity Committee chair. She's also involved in the Women's Committee and several other initiatives aimed at promoting fairness and empowerment. Her passion for helping others is evident in all that she does.

Beyond her advocacy, Drumgold is an avid basketball player and fan. She faithfully attends weekly church services and actively participates in church events. At work, she is a natural organizer and planner, collaborating with colleagues to coordinate events for holidays and special occasions. Her efforts in planning and executing events, including African American History Month and Juneteenth celebrations, have made a lasting impact throughout her office building.

Drumgold consistently goes above and beyond in every aspect of her life. We are proud to recognize her during Women's History Month for her dedication, leadership, and unwavering commitment to making a difference.



Special Presentations The Women's Committee honored one of their own — **Helen S. Jarrett** — at the March membership meeting, at which they also made a special presentation for Women's History Month. State Senator Zellnor Myrie, State Assembly Members Latrice Walker and Brian Cunningham, and NYC Council Member Farah Louis all submitted citations to the Women's Committee to present to Jarrett, who also received a special plaque from the union that read: "The Women's Committee proudly honors Helen S. Jarrett, celebrating your trailblazing leadership, and selfless dedication to educating and empowering our community. Your lasting legacy sparks a renewed

sense of purpose and motivation, inspiring us to champion transformative change. The Women's Committee extends its heartfelt appreciation for your unwavering enthusiasm and commitment." At right, on March 27, the city of New York paid tribute to **Local 1180 President and CWA's Northeast Region At-Large Diversity Executive Board Member Gloria Middleton** during a Women's History Month reception. Mayor Eric Adams presented Middleton with an official citation in honor of her pioneering role as the first Black woman to serve as president of CWA Local 1180 and her unwavering commitment to workers' rights, civil rights, and gender equity.



EXECUTIVE BOARD MEETING MINUTES

Nov. 20, 2024

Meeting called to order at 6:09 p.m.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

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

Absent/Excused

Dennis Vargas

PRESIDENT'S REPORT

Minutes of the Oct. 29, 2024, meeting were presented. Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to accept with necessary additions and corrections.

President Middleton discussed the results of the election. She thanked all who helped with the Kamala/Walz campaign. She stated that misogyny still exists in the United States of America.

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

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

10/29 — Chaired the Executive Board Meeting

10/30 — Attended the MLC City Health Care Meeting and chaired the weekly communications and staff meetings

10/31 — Attended the MLC meeting

11/1 — Participated in the H+H Leadership call along with Second Vice President Teesha Foreman

11/6 — Participated in a post-election call with the Political Department and chaired the weekly communications and staff meetings

11/7 — Chaired the General Membership meeting

11/12-11/14 — Attended the CWA District One Conference

11/15 — Participated in the Municipal Labor Council Health Care Meeting

11/20 — Chaired the weekly communications and staff meetings and the Executive Board meeting where she distributed and discussed the Mirkin & Gordon status report as of Oct. 1, 2024, and the Tricomm Creative monthly report for Nov. 2024.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed Nov. 2024 general election results and private sector membership card processing.

Brown attended the following meetings during the month: Staff, Trustee, and Executive Board.

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

SECOND VICE PRESIDENT'S REPORT

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

Agency Walk-Throughs	3
Command Disciplines (CD)	2
Conference Calls	14
Counseling/Warning Sessions	4
EEO Investigations/Interviews	1
Emails	1,956
G.O. 15 (NYPD)	3
Health & Safety Meetings	1
Hearing Preparations	4
Hearings	4
Investigative Hearings/Meetings	5
Labor Management Meetings	6
OATH	3
Phone Calls	398
Shop Steward Meetings	1
Shop Steward Mentorship	2
Shop Steward Training	1
Site Meetings	8
SNEO H+H New Member Orientations	7
Supervisory Conferences	2

Site Meetings

DOC/MDC (10/8/24)
100 Centre St., New York

Parks, Virtual (10/11/24)
1 Randall's Island, New York

CCRB, Virtual (10/15/24)
100 Church St., New York

HRA/FIA Rider #38 (10/18/24)
95 Evergreen, Brooklyn

Dept. of Buildings (10/21/24)
280 Broadway, New York

DOC/HQ - Bulova (10/21/24)
75-20 Astoria Blvd., East Elmhurst

Dept. of Environmental Protection (10/25/24)
59-17 Junction Blvd., Queens

H+H Community Care (10/25/24)
239 E. 149th St., Bronx

Foreman discussed Staff Representative positions posted, H+H Leadership meetings, Metro-Plus meetings, H+H members not receiving their retro monies, and contractual raises (12/13/24) — payout dates not confirmed

With no further business, a motion was duly made by Robin Blair-Batte, seconded

by Helen S. Jarrett, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for September 2024. She advised that the T.D. checking account has a balance of \$858,219.54 as of C.O.B. Nov. 20, 2024.

Blair-Batte reported that we currently have 99% of memberships cards on file.

She reported the following member activity for Oct. 2024:

New Member Enrollments	11
Actives Deceased	1
New Retirements	21
Retirees Deceased	7
Total Active Members	8,516
Total Retired Members	6,950

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

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended District One Conference, Borough Committee Meetings, Standing Committee meetings, Central Labor Council Delegates Meeting, General Membership Meeting, and did phone banking on Election Day.

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

MEMBERS-AT-LARGE REPORTS

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

- Labor Management
- District One Conference
- New York City Central Labor Council
- Borough Committees
- Hispanic Heritage Month Celebration
- Coalition of Labor Union Women (CLUW)
- Public Healthcare and Education Workers (PHEW)
- Labor Council for Latin American Advancement (LCLAA)
- Coalition of Black Trade Unions (CBTU)
- 1180 Standing Committees

Next meeting is tentatively scheduled for Dec. 19, 2024.

Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to adjourn at 8:04 p.m. All in favor.

Respectfully submitted,
Debra Paylor, Recording Secretary

Dec. 18, 2024

Meeting called to order at 6:28 p.m. by President Middleton.

Executive Board Members in Attendance:

Officers

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

Excused

Gerald Brown, First Vice President

Members-At-Large

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

Absent/Excused

Debra Busacco, Ranston Foster, George Johnson

PRESIDENT'S REPORT

Minutes of the Nov. 20, 2024, meeting were presented. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, and carried to accept with necessary additions and corrections.

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

11/21 — Participated in the endorsement committee meeting for Eleanor's Legacy and in the CWA National Executive Board Meeting

11/22 — Participated in the mandatory Cyber Security training program

11/26 — Participated in the Capital Rx agreement finalization meeting

12/4 — Honored at the PowHerNY Equity Awards for her leadership in equal rights for women and minorities

12/5-12/12 — Attend the NYS Public Employees Convention

12/17 — Participated in the fourth quarter Eleanor's Legacy Board meeting

12/18 — Chaired the weekly communications and staff meetings and chaired the Executive Board meeting where she distributed and discussed the Mirkin & Gordon status reports as of Dec. 1, 2024, and the Tricomm Creative monthly report for Dec. 2024.

A motion was duly made by Debra Paylor and seconded by Robin Blair-Batte. Motion carried to accept President Middleton's Report.

SECOND VICE PRESIDENT'S REPORT

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

Agency Walk-Throughs	2
Conference Calls	6
Counseling/Warning Sessions	1
EEO Investigations/Interviews	2
Emails	997
Hearing Preparations	10
Hearings	5
Hiring Pools	3

EXECUTIVE BOARD MEETING MINUTES

Investigative Hearings/Meetings .11
 Labor Management Meetings.7
 New Member Orientations0
 Phone Calls.382
 Shop Steward Meetings.1
 Site Meetings5
 SNEO H+H New Member Orientations1
 Supervisory Conferences3

Site Meetings

- NYPD (11/7/24)
375 Pearl St., New York
- H+H Renaissance (11/8/24)
264 W. 118th St., New York
- Dept. of Education (11/19/24)
333 7th Ave., New York
- Queens DA (11/22/24)
125-01 Queens Blvd., Kew Garden
- HRA SNAP 15 & SNAP 61 (11/22/24)
Virtual

Foreman reported on the following: recoupment process for the \$3,000 ratification bonus, Staff Representative interviews are on-going, H+H monthly leadership meetings are still being held to resolve member issues/concerns regarding salaries and retro monies not paid, contractual raises due effective 12/13/24 — payout date scheduled for 1/17/25 for Mayoral Agencies, no date yet for H+H, grievance has been filed on behalf of the H+H Assistant Directors for non-payment of the experience differential, and payout date for Administrative Managers experience differential has not been confirmed.

With no further business, a motion was duly made by Carol Griffith, seconded by Robin Blair-Batte, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for September 2024. She advised that the T.D. checking account has a balance of \$815,207.66 as of C.O.B. Dec. 18, 2024.

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

She reported the following member activity for Nov. 2024:

New Member Enrollments6
 Actives Deceased1
 New Retirements23
 Retirees Deceased7
 Total Active Members8,483
 Total Retired Members6,943

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

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended the Manhattan Borough Community Coordinating Committee's end-of-year celebration and the NYC Department of Finance Quality Work Life (QWL) Career Years of Service

Milestone Awards. Several CWA Local 1180 members were presented awards for their years of service.

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

MEMBERS-AT-LARGE REPORTS

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

- Labor Management
- New York City Central Labor Council Delegate's Meeting and Holiday Event (NYCCLC)
- Borough Committees
- Coalition of Labor Union Women (CLUW)
- Public Healthcare and Education Workers (PHEW)
- Labor Council for Latin American Advancement (LCLAA)
- Coalition of Black Trade Unions (CBTU)
- 1180 Standing Committees
- Caribbean Heritage Meeting
- StoryCorps Rally
- Department of Transportation Event
- Make the Grade Foundation
- Eleanor's Legacy
- Community Bowling

Next meeting is tentatively scheduled for Jan. 23, 2025.

Motion was duly made by Amica Benjamin, seconded by Robin Blair-Batte, and carried to adjourn at 7:07 p.m. All in favor.

Respectfully submitted,
Debra Paylor, Recording Secretary

Jan. 29, 2025

Meeting called to order at 6:17 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

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

Excused

- Debra Busacco, George Johnson

PRESIDENT'S REPORT

Minutes of the Dec. 18, 2024, meeting were presented. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, and carried to accept with the necessary additions and corrections.

President Middleton announced that as of Dec. 31, 2024, Ranston Foster, Executive Board Member-At-Large, has officially resigned from his position. As per the by-laws, the Executive Board can appoint a replacement until the next election.

President Middleton recommended Shakima Ivory and asked for any other recommendations or nominations.

Hearing none, motion was made by Robin Blair-Batte to appoint Shakima Ivory as an Executive Board Member-At-Large. Seconded by Helen S. Jarrett.

Vote: All in favor. Motion carried unanimously.

President Middleton stated that The Advance Group (TAG), our lobbyist/consultants, have requested an increase of their monthly fee. They have not requested an increase since 2017. President Middleton recommended to increase their consultation fee.

Discussion: The Advance Group will provide monthly activity reports to the Executive Board.

Motion was made by Robin Blair-Batte to increase The Advance Group monthly fee. Seconded by Carol Griffith.

Vote: 8 yes, 1 no, 1 abstention — Motion carried by majority vote.

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

1/8 — Chaired the weekly communications meeting

1/9 — Participated in the political directors' meeting and attended Mayor Adams' 2025 State of the City Address

1/14 — Participated in Staff Representative interviews

1/15 — Participated in the Health Care Matters meeting, chaired the local staff meeting and the monthly General Membership Meeting

1/16 — Participated in the New York State Health Care Reform Act Coalition meeting and in the CWA National Executive Board Meeting

1/22 — Chaired weekly communications and staff meetings and participated in the Trustees State Rx meeting

1/27 — Attended the Emblem Health meeting

1/28 — Attended a meeting with Sanitation regarding health care, chaired the CWA Local 1180 Board of Trustees 4th Quarter meeting, attended a meeting regarding health care funding

1/29 — Chaired monthly CWA Local 1180 Executive Board meeting

President Middleton reported that she continues to meet with the Municipal Labor Committee leadership regarding health care costs. They are continuing discussions for the negotiated acquisition with the two finalists: Aetna and Emblem Health to see which will give the most savings on health care costs. She will keep us updated.

President Middleton announced we finally have a contract with the private sector agency Caring Across Generations.

President Middleton distributed and discussed the Mirkin & Gordon status

reports as of Dec. 1, 2024, and the Tricomm Creative monthly report for Dec. 2024.

A motion was duly made by Helen S. Jarrett and seconded by Robin Blair-Batte. Motion carried to accept President Middleton's Report.

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown discussed the upcoming June Primary early endorsements:

Mayor: Candidate list on-going
Recommendation: No endorsement at this time.

NYC Comptroller: Candidates (Justin Brannan, Mark Levine)
Recommendation: Conduct Interviews

NYC Public Advocate: Jumaane Williams (Incumbent)
Recommendation: Motion to endorse Jumaane Williams was made, seconded, and unanimously passed

Borough Presidents: all five up for re-election.

- Staten Island: Endorsement Tabled
- Manhattan: Open Seat. Candidates to be interviewed.

Bronx: Vanessa Gibson (Incumbent)
Recommendation: Motion to endorse Vanessa Gibson was made, seconded, and unanimously passed

Queens: Donovan Richards (Incumbent)
Recommendation: Motion to endorse Donovan Richards was made, seconded, and unanimously passed

Brooklyn: Motion was made, seconded, and carried to interview Antonio Reynoso before making an endorsement

District Attorney — Two races

- Manhattan: Motion was made, seconded, and carried to endorse Alvin Bragg
- Brooklyn: Motion was made, seconded, and carried to endorse Eric Gonzalez

In the Communique, there is an article fully explaining Ranked Choice Voting that will be used in the June 2025 Primary.

Motion was made by Debra Paylor, seconded by Carol Griffith to accept First Vice President Gerald Brown's report. All in favor. Motion carried.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported that she has attended and participated in the following:

- QWL events throughout various agencies honoring our members' years of City Service
- CWA National Dr. Martin Luther King, Jr. Human Rights and Civil Rights Conference

- CWA National Human Rights Committee face to face meeting in preparation for the convention

Foreman presented the Staff Rep Activity Report for Dec. 2024:

Conference Calls	9
Counseling/Warning Sessions	1
EEO Investigations/Interviews	3
Emails	1,124
Health & Safety Meetings	1
Hearing Preparations	8
Hearings	5
Hiring Pools	1
Investigative Hearings/Meetings	4
Labor Management Meetings	5
OATH	2
Phone Calls	351
Shop Steward Meetings	1
Site Meetings	5
SNEO H+H New Member Orientations	3
Walk-ins	2

Site Meetings

H+H Woodhull Hospital (12/5/24)
760 Broadway, Brooklyn

HRA — CBIC (12/12/24)
227 Schermerhorn St., Brooklyn

DEP (Staten Island) (12/16/24)
60 Bay St., Staten Island

DEP Arkville (12/17/24)
699 County Rd. 38, Arkville

DEP Kingston (12/17/24)
71 Smith Ave., Kingston

DEP Valhalla (12/17/24)
465 Columbus Ave., Valhalla

NY Comptroller's Office (12/17/24)
1 Centre St., New York

Foreman reported the following updates: meeting is scheduled with H+H, the Mayor's office, and OLR regarding Assistant Directors annuity fund, a grievance has been filed; Metro Plus bonus initiative program not settled. She will keep us updated.

Foreman announced we are down two staff representatives: Denise Duncan and Gregory Smith. Interviews are being conducted. Candidate Terrance Mitchell from HRA has been selected. His tentative start date is Monday, Feb. 10, 2025.

With no further business, a motion was duly made by Carol Griffith, seconded by Helen S. Jarrett, and carried to accept the Second Vice President's report.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for December 2024. She advised that the T.D. checking account has a balance of \$666,779.57 as of C.O.B. Jan. 29, 2025.

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

She reported the following member activity for Dec. 2024:

New Member Enrollments	11
Actives Deceased	3
New Retirements	26
Retirees Deceased	6
Total Active Members	8,505
Total Retired Members	6,951

Blair-Batte presented and discussed the projected annual budget. The Executive Board gives approval to the President and Secretary-Treasurer to approve expenses up to \$10,000. Motion was made by Helen S. Jarrett to accept the budget as presented and approval for the President and Secretary-Treasurer to approve expenses up to \$10,000. Seconded by Amica Benjamin. Motion carried unanimously.

Blair-Batte announced a new mobilizer, Jey Born, has been hired to work with our private sector representatives. She also discussed union members receiving letters from the Freedom Foundation to opt out. If members ask, ensure them that this can result in them not having any member rights.

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

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended CWA Committee meetings, trainings, and events, the LCLAA meeting, and CB11 meetings. She announced that SOMOS in Albany will be held from March 7-9 and the Black and Latina Caucus will be held next month.

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

MEMBERS-AT-LARGE REPORTS

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

- Labor Management
- New York City Central Labor Council Delegates Meetings
- Borough Committees
- Coalition of Labor Union Women (CLUW)
- Public Healthcare and Education Workers (PHEW)
- Labor Council for Latin American Advancement (LCLAA)
- Coalition of Black Trade Unions (CBTU)
- 1180 Standing Committees
- Helen S. Jarrett has requested approval from the Executive Board to attend this year's CBTU Convention from May 20-27, 2025
- Dennis Vargas was voted in as the Co-Chair of the Hispanic Committee
- Gregory Smith suggested that we put more information on the website regarding Freedom Foundation

Motion was made to approve Helen S. Jarrett to attend CBTU Annual Convention. All in favor. Motion passed unanimously.

Next meeting is tentatively scheduled for Jan. 23, 2025.

Motion was duly made by Debra Paylor, seconded by Robin Blair-Batte, and carried to adjourn at 8:31 p.m. All in favor.

Respectfully submitted,
Debra Paylor, Recording Secretary

Feb. 27, 2025

Meeting called to order at 6:17 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

Amica Benjamin, Debra Busacco (virtual), Carol Griffith, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

PRESIDENT'S REPORT

President Middleton announced during the last meeting, that as of Dec. 31, 2024, Ranston Foster, Executive Board Member-At-Large had officially resigned from his position. The Executive Board unanimously approved Shakima Ivory as his replacement. President Middleton officially swore in Shakima Ivory as an Executive Board Member-At-Large and Delegate to the CWA National Convention.

Minutes of the Jan. 29, 2025, meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, and carried to accept with the necessary additions and corrections.

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

1/30 — Attended the Charles Ensley Scholarship event

2/3-2/5 — Attended the Public Employees Conference Legislative Breakfast with First Vice President Gerald Brown

2/6 — Participated in the CWA District 1 Local Presidents call and chaired the Trustee's ad hoc meeting

2/8 — Attended and served as the keynote speaker at the African American and Labor event at the Jamaica Performing Arts Center

2/12 — Chaired weekly communications and staff meetings

2/13-2/18 — Attended the National Labor Management Conference

2/24 — Participated in the Municipal Labor Committee meeting

2/25 — Chaired the monthly 1180 General Membership meeting

2/26 — Chaired weekly communications and staff meetings and attended a Black History Month Celebration at the Department of the Aging

2/27 — Participated in the Central Labor Council's mayoral candidate screenings and chaired the Executive Board meeting

President Middleton reported that she continues to meet with the Municipal Labor Committee leadership regarding health care costs. They are continuing discussions for negotiated acquisition with the two finalists: Aetna and Emblem Health to see which will give the most savings on health care costs. President Middleton will keep us updated.

President Middleton distributed and discussed the Mirkin & Gordon status reports as of Feb. 1, 2025, the Tricomm Creative monthly report for Feb. 2025, and discussed The Advance Group (TAG) monthly report for Jan.-Feb. 2025.

President Middleton announced the Equal Pay Day Rally (3/24) and Legislative Breakfast (3/26).

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Brown reported that candidate screening will be held on March 17 for Brooklyn Borough President. Local 1180 has not endorsed a candidate for Mayor. A straw poll will be conducted electronically of the membership for the mayoral race.

Additionally, he attended the following during the month: Staff meetings, Trustee meetings, Executive Board meeting, and political meetings with CWA District 1 and NYC Central Labor Council.

Motion was made by Helen S. Jarrett and seconded by Carol Griffith to accept First Vice President Gerald Brown's report. All in favor. Motion carried.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman announced the following and upcoming events:

- Potential TB exposure at HRA; HRA Thinktank in-person meeting was productive; the new staff representative, Terrence Mitchell started on Feb. 24; discussions are ongoing with H+H leadership regarding three sick-day occurrence policy; District 1 Human Rights committee are "spot light" members for Black History & Women's History month.
- CWA Public Healthcare and Education Workers (PHEW)
- Puerto Rican Day Parade — June 8
- Labor Day Parade — Sept. 6
- 56th Annual African American Day Parade — Sept. 21

Updates will be provided at the next meeting.

EXECUTIVE BOARD MEETING MINUTES

Second Vice President Foreman discussed the Staff Representative report for January 2025:

- Appointments.....2
- Arbitration.....1
- Conference Calls.....12
- Counseling/Warning Sessions...1
- EEO Investigations/Interviews...3
- Emails.....1,148
- Hearing Preparations.....1
- Hearings.....6
- Hiring Pools.....6
- Investigative Hearings/Meetings...1
- Labor Management Meetings....7
- New Member Orientation.....5
- Off-site Member Meetings.....2
- OSI Interview (DOE).....2
- Phone Calls.....448
- SNEO H+H New Member Orientations.....9
- Supervisory Conference.....3
- Walk-ins.....1

Site Meetings

- DEP (1/14/25)
1932 Arthur Ave., Bronx
- H+H Lincoln Hospital (1/16/25)
234 149th St., Bronx
- DORIS (1/17/25)
31 Chambers St., New York
- Law Dept. (1/21/25)
100 Church St., New York
- Dept. of City Planning (1/24/25)
120 Broadway, New York

- H+H Metropolitan Hospital (1/30/25)
1901 First Ave., New York
- NYPD (1/30/25)
350 Marconi St., Bronx
- Dept. of Education (1/31/25)
131 Livingston St., Brooklyn
- Parks (Virtual) (1/31/25)
95 Prospect Place, Brooklyn

With no further business, a motion was duly made by Carol Griffith, seconded by Helen S. Jarrett, and carried to accept the Second Vice President’s report.

SECRETARY-TREASURER’S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for Jan. 2025. She advised that the T.D. checking account has a balance of \$967,343.60 as of C.O.B, Feb. 27, 2025.

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

She reported the following member activity for Jan. 2025:

- New Member Enrollments.....9
- Actives Deceased.....1
- New Retirements.....25
- Retirees Deceased.....8
- Total Active Members.....8,482
- Total Retired Members.....6,961

Blair-Batte motioned to approve salary increases for the CWA 1180 managerial staff; seconded by Debra Paylor. Motion open for discussion and objection.

Hearing no objections. All in favor. Motion carried. Raises will be effective as of Jan. 1, 2025.

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

RECORDING SECRETARY’S REPORT

Recording Secretary Debra Paylor reported that she attended CWA Committee meetings, trainings, events, she also attended: Trustees meetings, CLC Delegates meeting, General Membership Meeting, Minority Caucus Executive Board meeting, African American and Labor Black History Month Celebration, and PHEW meeting.

With no further business, a motion was duly made by Carol Griffith, seconded by Teesha Foreman, and carried to accept the Recording Secretary’s report.

MEMBERS-AT-LARGE REPORTS

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

- Labor Management
- NYC Central Labor Council Delegates Meetings
- Coalition of Labor Union Women (CLUW)
- Public Healthcare and Education Workers (PHEW)
- Labor Council for Latin American Advancement (LCLAA)

- Coalition of Black Trade Unions
- 1180 Standing Committees and Borough Committees
- Black History Month Celebrations
- Center for Independence of the Disabled, NY (CIDNY) Lobby Day
- District 1 and Alliance Group’s Mayoral Forum
- Community Board Training Presentations

Rosario Roman has requested approval to attend the 25th Annual LCLAA Annual Convention from July 30 - Aug. 3, 2025. Motion was made by Dennis Vargas, seconded by Carol Griffith to approve motion. All in favor. Motion carried.

Helen S. Jarrett announced the “Stop the Cuts” rally to be held on Saturday, March 15, 2025, at Foley Square for Labor and Community Activist.

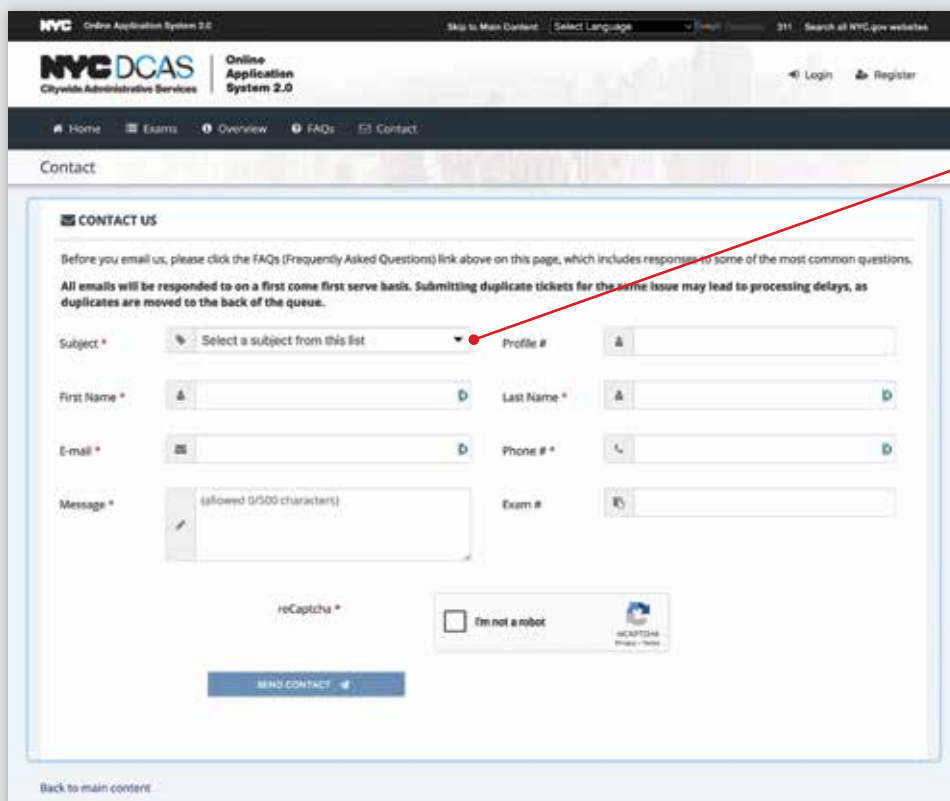
Amica Benjamin announced the Shirtwaist Factory commemoration on Tuesday, March 25, 2025

Next meeting is tentatively scheduled for March 20, 2025

Motion was duly made by Debra Paylor, seconded by Robin Blair-Batte, and carried to adjourn at 9:15 p.m. All in favor.

Respectfully submitted,
Debra Paylor, Recording Secretary

NEW WAY TO CONTACT DCAS



DCAS now has one way to contact them for all services. Visit on.nyc.gov/4hWTu82 and select the relevant subject from the drop-down list. Before you email, check the FAQs (Frequently Asked Questions) link found at the top of the same page, which includes responses to some of the most common questions.

- ✓ Select a subject from this list
- Account Access, User ID, Password, or Registration Issue
- Application Fee Payment or Waiver
- Civil Service Eligible List Inquiry
- Education and Experience Exam (EEE) Submission
- Eligibility, Performance, and Seniority (Promotion List and QIE)
- Exam Appeal
- Exam Result Notice
- Foreign Education Evaluation
- Make-up Exam or Military Make-up Request
- Name Change Request
- NYC Transit Authority Exam
- Proof of Exam Event Attendance (Certificate of Attendance)
- Protest Review Session or Test Validation Board Review Session
- Rescheduling an Exam Event
- Restoration to a Civil Service Eligible List
- Selective Certification
- Special Military List
- Special Testing Accommodation
- SSN Change Request
- Veteran, Legacy, or Residency Credit Claim
- Website Accessibility and Functionality

Terrence Mitchell has been employed with DSS/HRA for more than 17 years, having started his career with the Office of Mail Renewal with Medicaid as an Eligibility Specialist II. He held the title for nine-plus years before moving onto HASA, the program where he worked as an Eligibility Specialist III for six years helping place disabled individuals within shelters or new apartments. He helped provide Medicaid, SNAP, and cash assistance to viable clients in need of state and federal benefits.

Meet Our New Staff Rep

TERRENCE MITCHELL

In 2022, he was appointed as Principal Administrative Associate I to Medicaid Separate Determination where he became a member of CWA Local 1180. One year later, in 2023, he advanced to a Principal Administrative Associate II, this time with Domestic Violence Services, lending a helping hand to abused intimate partners.

Mitchell has participated in various projects launched by DSS/HRA, including a collaboration in 2020 with the Department of Homeless Services to work with the End-of-the-Line Program helping the homeless find temporary or permanent placement in shelters. In 2021, he would then partner with DHS again to work on the migrant crisis fueled by the COVID-19 pandemic. There he helped individuals find housing, obtain and complete forms to acquire citizenship, organize and distribute three meals daily, inspect facilities daily to ensure everyone was accounted for, and tackle any additional client needs.

He is actively involved with the Local 1180 Men's Committee and said he finds pleasure and satisfaction in providing assistance and guidance to those who might not know where to turn for help.

"I look forward to playing an integral role at CWA 1180 as a Staff Rep, advocating for members and speaking out on their behalf," he said. "I want to make members aware of the support, aid, helping hand, and guidance we can provide them. As I like to say, 'members are our family and we look out for family!'"



IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Miriam Blumenfeld	Dept. of Environmental Protection	2/17/2025
Grace Carter	Dept. of Health & Mental Hygiene	12/29/2024
Tirza Case	Dept. of Social Services	1/15/2025
Sylvia Cox	Dept. of Social Services	1/29/2025
Anna Derrico	Dept. of Environmental Protection	2/16/2025
Mary Dzingelis	Dept. of Education	12/1/2024
Denise Hughes	Finance Administration	12/24/2024
Alberta James	Finance Administration	3/13/2025
Pamela Jeffries	Dept. of Social Services	2/12/2025
Cheryl Jones	Harlem Hospital Center	12/26/2024
Diane Kelly	Woodhull Medical Center	12/9/2024
Dorothy Lonon	Dept. of Social Services	12/28/2024
Rosa Magistre	Department Of Buildings	2/10/2025
Miriam Martinez	Dept. of Social Services	1/2/2025
Detredra Meadows	Administration for Children Services	1/18/2025
Delphine Mitchell	Housing Preservation & Development	3/12/2025
Annamarie Neu	Police Department	2/2/2025
Ousseynou Niang	Administration for Children Services	12/24/2024
Delores Quinn	Dept. of Social Services	2/4/2025
Elizabeth Rivera	Dept. of Social Services	2/8/2025
Rita Riviere	Dept. of Social Services	2/24/2025
Olive Rogers	Dept. of Social Services	1/12/2025
Cora Rucker David	NYC Transit Authority	2/13/2025
Esther Scott	Dept. of Transportation	2/24/2025
Geraldine Sheard	Administration for Children Services	1/17/2025
Edna Taylor	Dept. of Social Services	12/11/2024
Desiree Whitlow	Dept. of Correction	1/24/2025





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Local 1180**

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THE GLORIA MIDDLETON
LEADERSHIP
AWARD

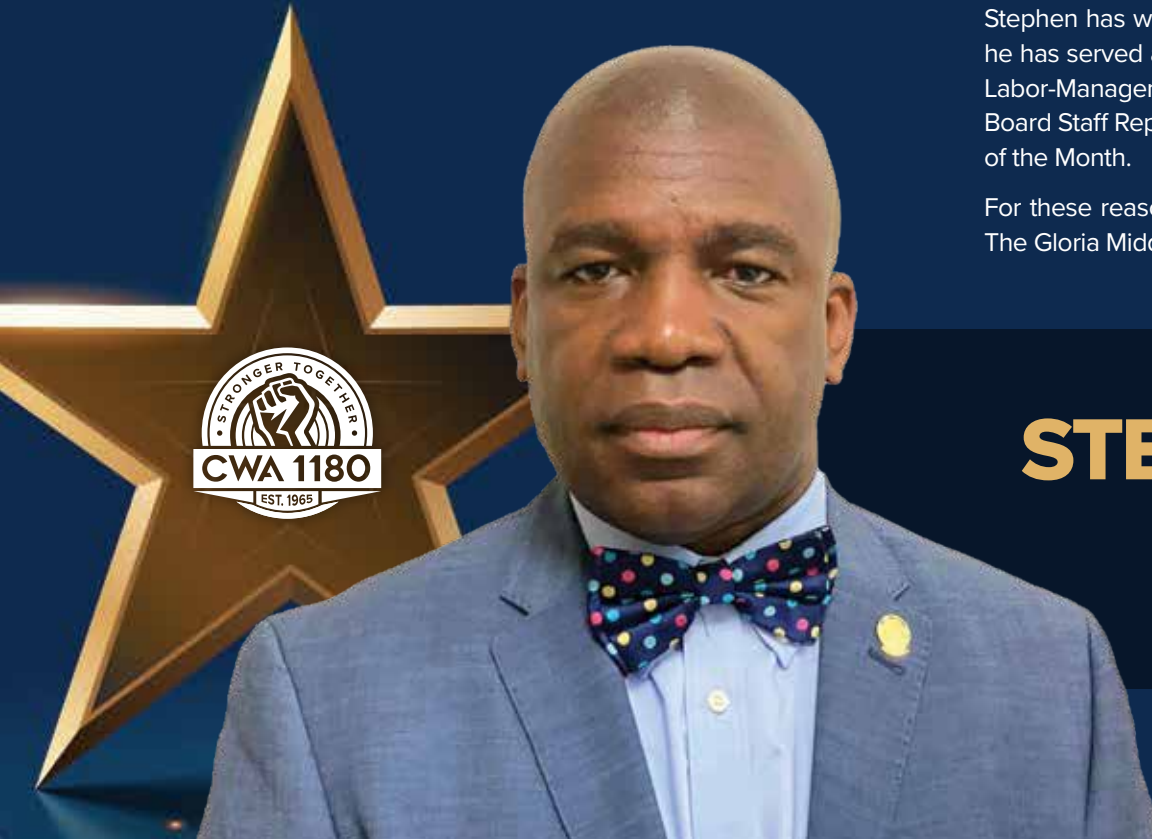
The Gloria Middleton Leadership Award is named in honor of the first African American and the first female to lead the 9,000 active members of the Communications Workers of America Local 1180.

The first-ever award was presented at the March General Membership Meeting to **Stephen Munroe, Assistant Coordinating Manager at H+H — Queens Hospital.**

Stephen has the true spirit of a community leader and New York City civil servant. He remains steadfast in his commitment to excel in the community and at Local 1180. He is both a leader and a visionary, someone who sets an example for others, and someone others know they can turn to for advice and guidance.

Stephen has worked at Queens Hospital for 17 years, and during that time, he has served as a Shop Steward, Interim Labor Chair, Labor Caucus Chair, Labor-Management Committee Co-Chair, and Hospital Community Advisory Board Staff Rep to name just a few, and he was honored twice as Employee of the Month.

For these reasons, Local 1180 has chosen Stephen as the first recipient of The Gloria Middleton Leadership Award.



STEPHEN MUNROE

Assisting Coordinating Manager
H+H — Queens Hospital