

APRIL-JUNE  
2025

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

# COMMUNIQUE

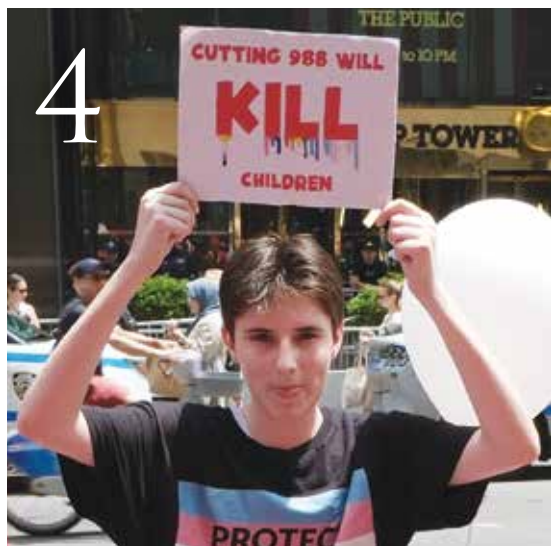


SLASHING

# 988

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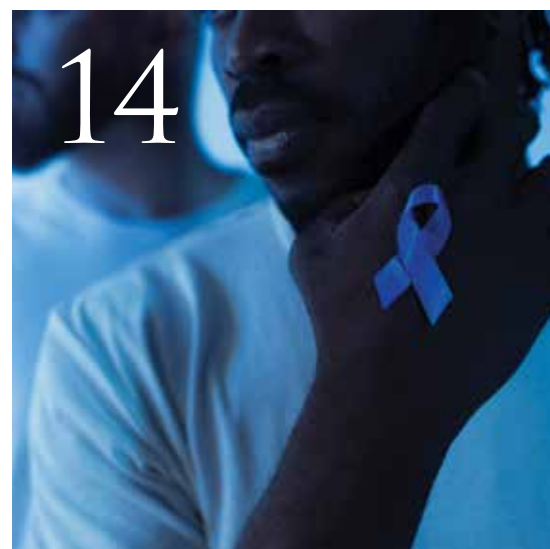
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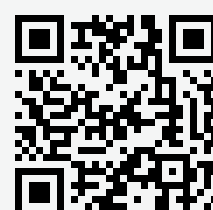


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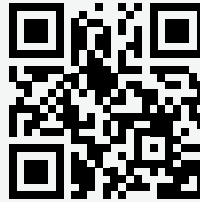
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**Check the Local 1180 website [cwa1180.org](http://cwa1180.org) for monthly meeting information, which is also emailed weekly to personal emails on file with the union.**

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Need help finding your Staff Representative?  
[bit.ly/3zqAKgY](http://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](mailto:benefits@cwa1180.org)

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[NYC.gov/CivilServiceNowNYC](http://NYC.gov/CivilServiceNowNYC)

24/7 Automated info on exams and eligible lists  
212.669.1357

### Find DCAS Borough Information + Testing Centers

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210 Joralemon St., 4th Floor, Brooklyn 11201

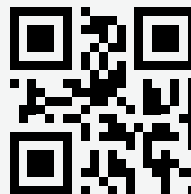
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**DCAS Education Programs Catalogue**  
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*Catalogue updates seasonally—spring, summer, and fall.*



# COMMUNIQUE

## Official Publication

New York Administrative Employees Local 1180  
Communications Workers of America, AFL-CIO  
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New York, NY 10013-2898

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CWA LOCAL 1180

SLASHING

988

# Funding for LGBTQ+ Puts Lives at Risk

## Union Marches in Protest of Trump Administration Cuts

Local 1180 took to the streets in front of Trump Tower on July 12 to send a message to the Trump Administration that eliminating the national 988 “option 3” suicide prevention hotline endangers the lives of LGBTQ+ youth.

More than 200 union members, community groups, and supporters joined Local 1180 outside the Fifth Avenue landmark in a fight to stop a federal government decision, announced during Pride Month, that would end the lifeline's option for LGBTQ+ youth.

The Trump Administration is not dismantling the entire 988 suicide prevention hotline — rather, removing option 3 that connects LGBTQ+ youth callers and texters to trained, culturally competent crisis counselors. The decision has prompted outcry from advocates and mental health professionals across the country.

Workers at The Trevor Project, represented by CWA Local 1180, have worked on the 988 lifeline since 2022 and explained that the hotline's specialized affirming counselors are crucial mental health resources for LGBTQ+ youth. The Trevor Project, a non-profit that provides crisis services to LGBTQ+ youth, reports that eliminating option 3 would directly impact more than 1.3 million youth in crisis and will cost more than 200 crisis workers their jobs.

According to The Trevor Project data, 39% of LGBTQ+ young New Yorkers seriously considered suicide in the past year and 12% attempted suicide.

Protesters held placards reading “Protect Queer Youth” and “988 Saves Lives”, while speakers, including **CWA Local 1180 President Gloria Middleton** and Trevor's 988 Lifeline Crisis Worker Jack Hanson and Training Associate Louis Purrington, condemned the administration's move as “dangerous” and “irresponsible”.

Middleton addressed the crowd saying, “Without this specialized lifeline managed by trained

counselors who know how to deal with LGBTQ youth, these children and young adults may not feel comfortable calling into the regular 988 hotline. By taking away option 3, the Trump Administration could very well be taking away their lives.”

She said the dismantling of this essential service could have ripple effects throughout the entire mental health system at a time when Americans can least afford it.

“The rise in mental health issues since the onset of COVID is like nothing we have ever seen,” she said. “Mental health has traditionally been a topic no one wanted to talk about. It was something dealt with in secret, swept under the rug. Now, when people finally feel safe talking about mental health concerns, the current presidential administration thinks it's OK to take away a much-needed lifeline for more than a million of our young people just because he is anti-LGBTQ. It's a despicable display of power.”

The Department of Health and Human Services, through the Substance Abuse and Mental Health Services Administration, announced on June 17 that it would no longer “silo LGB+ youth services,” utilizing the deliberately trans-exclusionary acronym “LGB.”

They announced plans in its Fiscal Year 2026 budget proposal to maintain \$520 million for the 988 Suicide and Crisis Lifeline overall. However, advocates of option 3 insist that general services cannot replace the need for specialized, affirming care.

New York City Council Member Lynn Schulman attended the protest and said the City Council allocated \$5 million in next year's budget to help fill the gap.


[View Gallery](#)




## NYC & MLC Negotiate New Employee Health Plan

After a years-long and uphill battle to find a resolution to the mounting health care costs for city workers and retirees, the mayor announced the selection of a joint proposal from EmblemHealth and United Healthcare to enter into negotiations for a new health plan that would continue to provide high-quality, premium-free coverage along with an expanded network of doctors and mental health specialists across the nation.

For active city employees, pre-Medicare retirees, and their dependents, the selection couldn't have come soon enough.

**Local 1180 President Gloria Middleton**, also a Municipal Labor Committee (MLC) board member, said the goal has always been to expand benefits and preserve premium-free health care for both active workers and retirees without sacrificing one for the other. She said the MLC can do both by harnessing the buying power of the city's 750,000 employees and their family members.

The joint proposal is the product of a years-long procurement process — the first in more than 40 years — conducted in collaboration with the MLC.

The city and MLC have now moved to the next phase of the process to negotiate a contract with Emblem and United.

The proposed health plan would maintain high-quality care and premium-free coverage, expand access to more specialists, especially mental health professionals, and increase access to more out-of-state doctors for retirees — all while saving taxpayers an estimated \$1 billion per year.

Under Emblem and United's proposal, city employees, dependents, and pre-Medicare retirees in the New York City area will have access to more primary care doctors, more specialists, more nurse practitioners and physician assistants, and more mental health providers. Additionally, for the first time, 80,000-plus covered members living outside the New York metropolitan area will have access to a broad national network, especially benefitting pre-Medicare retirees who have moved out of the region and are often forced to go out of network for coverage or pay a premium for a plan that provides coverage where they live.

The proposal would give New York City a self-funded insurance plan, the standard for all large employers, including the New York State Health Insurance Plan covering state employees, greatly reducing the costs of providing the plan with no effect on the quality of coverage.

"We look forward to the next step of negotiating a comprehensive agreement that will be brought to the MLC for ratification and bringing this long chapter in health care history to a close," Middleton said. "We've navigated a rather challenging road to say the least, but I believe this solution will be a win-win-win for our members, the entire city workforce, and our retirees."

The city and the MLC are negotiating with Emblem and United to agree upon a contract and will work with them to provide employees with all essential information regarding the new plan once the contract is negotiated and the MLC approves it. Employees will continue to have the choice of enrolling in other plans offered by the city, including the HIP-HMO and MetroPlus plans, which have no employee premiums.

## MEMBERS IN ACTION



**Bridge Awards** Staff Reps and Executive Board Members turned out for Working Theater's Bridge Awards to support Anthony Harmon, Special Assistant to the Secretary-Treasurer, NYS AFL-CIO, who was honored for his dedication to advancing labor rights. Pictured from left: **Staff Rep Terrence Mitchell**, **Second Vice President Teesha Foreman**, Harmon, and **Members-at-Large Amica Benjamin** and **Shakima Ivory**.

**Union Support** CWA District 6 was in a fight at the bargaining table with AT&T and negotiations were challenging. Solidarity remained one of the greatest strengths and when the District called for locals across the country to wear red, take a photo holding a sign that said "I Stand in Support of District 6", and post to social media, Local 1180 **Staff Reps Theresa Pinto and Christopher Thomas** were just two of the many who heeded the call. Solidarity is not just an idea, it is our power!



**Future in Focus** Local 1180 once again participated in this year's UFT Future in Focus event designed to expose public high school students to unionized careers in New York City. The annual event allows students to learn about unions, collective bargaining, and jobs working at various agencies throughout the city. **Cheryl Drumgold (Admin Manager, ACS and Co-Chair of Civil Rights & Equity Committee)** and **Member-at-Large Carol Griffith** manned the Local 1180 table, answering questions from hundreds of students.

Staff Rep  
Shakima Ivory

# Union Advocacy Delivers

✓ Raises ✓ Back Pay ✓ Justice

## for MetroPlus Members



When MetroPlus management reclassified a member's title from the highest Health+Hospitals title represented by CWA Local 1180 — Assistant Director (AD) — to the lowest title of Health Care Program Planner Analyst (HCPPA) despite no change in duties, they made the move without notifying the union — a clear violation of the union's Collective Bargaining Agreement.

This also highlighted an ongoing systemic issue at MetroPlus impacting several other Local 1180 members.

In stepped **Local 1180 Staff Rep Shakima Ivory** and **CWA District 1 Rep Luis Benitez-Burgos, Esq.** to right the wrong.

Ivory immediately met with the members to get the facts and file a grievance before teaming up with Benitez-Burgos to file a collective action that ultimately resulted in not only a settlement for the members but had them placed in the correct title of Assistant Director for the supervisory functions they were each performing.

"We secured them updated compensation, including all applicable back pay they were entitled to," Benitez-Burgos said. "The members had been doing out-of-title work for more than a year without even realizing they were entitled to higher pay and protections."

While one member was initially an AD and doing the work of that title, MetroPlus pushed for the title change to HCPPA — all while keeping the job duties of an AD. The member was told there would not be a change in salary but did not realize that Local 1180 in the meantime was working to substantially increase the minimum starting salary of an AD — money he would ultimately lose out on because of the title change. The other union members were hired as HCPPAs and from the start were performing out-of-title work undertaking the daily responsibilities of an AD.

"Being hired to perform Assistant Director duties on an HCPPA title is clearly an out-of-title violation that MetroPlus attempted to get away with," Benitez-Burgos said. "This is exactly why it's so important for members to be fully aware of the job specifications that come with their title and turn to their union the minute they are questioning whether the work they are doing is not part of their title."

Thanks to the swift action of Benitez-Burgos and Ivory, all the members were reclassified to the proper Assistant Director title and placed at the correct salary level — an increase from the \$66,000–\$69,000 range of an HCPPA to the significantly higher \$86,000 for an AD. The union also secured back pay, with settlements averaging approximately \$20,000.

"Had it not been for the fact that the members came forward, they all could have lost out on tens of thousands of dollars annually," Benitez-Burgos said. "The union was able to resolve these grievances before arbitration and hold MetroPlus accountable for violating our members' rights."

Ivory said that it's always better to err on the side of caution and contact the union.

"Staff Reps are here as the go-to for all our members, but most definitely at agencies where we notoriously have issues," she said. "Members questioning any aspect of a job should reach out and ask a question before it's too late. Your union looks out for you every step of the way."

Ivory added that it's not just about doing out-of-title work and a possible demotion in job title, but also the ramification of title switches that members often do not consider, such as forfeiting experience differential or additions to gross that come with title changes.

The members involved in this grievance were deeply grateful for the actions taken by Local 1180. They came away with a stronger understanding of the union's value and the importance of speaking up when something doesn't seem right. Collectively they agree that Local 1180 stepped in and saved them, showing up when it mattered most.

But this is not the only battle Local 1180 has taken on with MetroPlus — and won.

In a separate case, MetroPlus offered performance bonuses tied to Medicaid enrollments to members but never notified Local 1180 of the program or negotiated the terms with the union. Members worked tirelessly to hit aggressive enrollment targets, expecting bonuses as high as \$60,000. Then the rug was pulled out from under them: the bonuses were deemed legally problematic and abruptly canceled.

That's when Local 1180's Ivory and Benitez-Burgos stepped in again.

CWA 1180 partnered with OSA, the union representing staff analysts at MetroPlus, to negotiate a legal, fair performance-based bonus structure. The result: qualified CWA 1180 members received new bonuses ranging from \$2,000 to \$10,500, plus additional compensatory time off—up to three days—based on their performance.

"Management made promises they couldn't legally keep and failed to notify the union, which they are required to do," said Benitez-Burgos. "By filing grievances and bargaining hard, we made sure our members got what they deserved."

These victories serve as critical reminders for members:

- Don't assume management has your best interest at heart.
- Report out-of-title work immediately to the union.
- Only through union representation can members fight and win against unfair treatment.

Members credited Local 1180 for helping them finally receive the recognition and pay they had long deserved.

**If you think you're doing work outside of your title— or you're unsure if management has overstepped— don't wait. Contact your union Shop Steward or Staff Rep immediately.**

# MEMBERS IN ACTION



**Heading into Retirement** Local 1180 Executive Board members, Staff Reps, and staff attended a retirement celebration on June 18 in honor of Staff Representative Anthony Lewis who retired from HRA after 36 years of dedicated service and an incredible career serving the members of the union. The Local presented him with a plaque in recognition of his unwavering commitment and years of service, and we wished him all the best as he enters this new chapter of retirement. Pictured are **Staff Rep Shakima Ivory, Members-at-Large Greg Smith and Amica Benjamin, Staff Rep Desiree Waters, Members-at-Large Rosario Roman and George Johnson, Staff Rep Romano Jones, IT Director Naresh Mohabir, Secretary-Treasurer Robin Blair-Batte, and Shop Steward Stephanie Sorillo.**

## **Staff Rep Terrence Mitchell**

held a site meeting at Bellevue on May 15 to introduce himself to members as their new Staff Representative. He discussed the importance of members knowing the Weingarten Rights and how to invoke them, rights to representation, union benefits, and how management is not the friend of workers. **Second Vice President Teesha Foreman** also attended, as did union advocates speaking about PAF contributions. Members were thankful for Mitchell's meeting and approached him after to discuss specific issues pertinent to their job duties.



## **Artist Amongst Us**

WorkWell NYC's Art is Life Employee Artist Showcase that ran from June 24-27, featured an original work of art from Local 1180 Retiree **Katy Clements** (FDNY). Clements is a hand weaver based in Brooklyn who worked for the FDNY from 2000 to 2020, including as Photo Editor and Photographer. She started weaving in 2016, and is currently the president of the New York Guild of Handweavers. She is fascinated by faces and enjoys connecting fiber art and portraiture. In 2023, she won an Award of Excellence from the Handweavers Guild of America, and in 2025 won an Award of Excellence from the Surface Design Association. "Having seen a photo of a child of migrant workers in a documentary on Cesar Chavez, I was moved by the depth of feeling conveyed in the child's eyes," Clements said. "I invite the viewer to look closely at the eyes of the subject in the weaving, and imagine what the child might be feeling and what resilience is being demonstrated by a child in that situation." Art is Life is an annual City employee art exhibition where employees are invited to submit artwork in a variety of mediums reflecting themes relating to diversity, inclusion, and health equity principles. The Employee Artist Showcase provides a platform for City employees to showcase their talents, engage with art, and share thoughts and ideas openly without judgment. The exhibition featured more than 200 artists representing 39 agencies showcasing original visual, literary, and performance artworks.



**PHEW for the Many** Executive Board members attended the CWA PHEW (Public, Healthcare and Education Workers) Conference, united with a program of action to grow and mobilize CWA and its locals, CWA as a whole, and win for the working class. Attendees heard about CWA's pathbreaking campaign to expand public sector collective bargaining in Colorado and the successful fight against anti-public sector union laws in Florida. Pictured from left: **Members-at-Large Helen S. Jarrett and Greg Smith, Second Vice President Teesha Foreman, Members-at-Large Dennis Vargas and Carol Griffith, PHEW VP Margaret Cook, District 9 VP Frank Arce, First Vice President Gerald Brown, and Members-at-Large George Johnson and Shakima Ivory.** Also present but not pictured, **Member-at-Large Amica Benjamin.**





## GLORIA MIDDLETON

### When Free Speech Isn't Really Free

McCarthyism is a practice defined by the political repression and persecution of left-wing individuals and a campaign spreading fear of communist and Soviet influence in American institutions during the late 1940s and 1950s.

This was known as the McCarthy Era. U.S. Senator Joseph McCarthy lost his public popularity and credibility after several of his accusations were found to be false. Some people call the era Hooverism as J. Edgar Hoover was known to also be involved. They used extreme methods to "protect" the United States and its institutions that dangerously infringed on Americans Civil Rights.

A number of observers today have compared the oppression of liberals and leftists as to the occurrences that happened in the McCarthy Era. Today, thanks to social media, we call it cancel culture.

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**A number of observers today have compared the oppression of liberals and leftists as to the occurrences that happened in the McCarthy Era. Today, thanks to social media, we call it cancel culture.**

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As I was thinking about what my column should discuss this issue, a few incidents that have occurred in our own local reminded me how much our democracy is in jeopardy.

The abominable acts of this presidential administration, as well as the very questionable character of a candidate who was running number one in the mayoral race, made me question our so called "freedoms" like the 1st Amendment to the U.S. Constitution.

As our Executive Board deliberated on who we would endorse for mayor, we reviewed the "front

runner's" record and unanimously decided that we would not endorse the former governor. We wanted to inform our members why we made this decision.

After some careful research, we produced a flier that gave 10 reasons why not to vote for Cuomo. Everything on the flier was stated by current news articles, statements from other politicians, and charges made by Attorney General Letitia James herself, where you can find the statements of 13 women who charged Cuomo with a hostile work environment. We distributed this information to our members at a membership meeting, on our website, and via an eblast solely to our own membership.

Shortly after, I received an email from Cuomo's election attorney alleging we were making false statements and telling us to "cease and desist" distributing or else. You can see the start of that letter on the next page and scan the QR code to see the entire letter on our website.

Shocked and appalled, I called an emergency Executive Board meeting to discuss our next steps. We hired an election attorney who replied to the Cuomo campaign with the letter you can also see on the next page and read in its entirety on our website.

If you watched the mayoral debates, the candidates repeated exactly what we stated on the flier as to why not to vote for Cuomo.

With the June Democratic primary now behind us, we know he did not win. The Executive Board will make a decision on who we will be endorsing in the general election when the time comes.

My point to all of this is that we are in an era where our voices are constantly under attack and there are those who will do what they can to silence us simply because they disagree with our views and this is not right!

In another incident that happened almost in the same week, our President Emeritus Arthur Cheliotas, posted on his personal Facebook page his opinion about what has happened and continues to happen in Israel and Gaza. The right-wing press labeled Arthur's personal critique of the Netanyahu government as antisemitic and

called upon public officials to remove Arthur from his voluntary leadership role with the CUNY School of Labor and Urban Studies.

I condemn, and I know Arthur condemns, antisemitism and hate speech of any kind. At the same time, as social activists, we cannot stand silent in the face of injustice. Arthur has been fighting for justice in the workplace all his life. In this case, he chose to address what he saw as injustice in the world arena. But we currently live in a political environment where critics and universities, our bastions of free speech, are attacked and silenced.

Arthur chose to step down so that his leadership would not detract from the important work of the School, an institution that he helped establish and that he holds dear to his heart.

I think it is a disgrace that a man who dedicated his life to fighting the injustices of ALL people and improve the economic and social lives of our members and so many others is called a racist and had to step down from a position because of one social media post. Arthur, through CWA Local 1180, helped build the CUNY School of Labor and Urban Studies from the Murphy Institute that it was. As I said, freedom of speech is not so free anymore!

Are we back to the McCarthy era where every word you say, every thought you may have, every opinion you voice is now questioned? Not only are you questioned but threatened in so many ways?

This is not the America I love; this is not the America I pledge allegiance to anymore. Where is liberty and justice for all?

Donald Trump can say anything. He is convicted of felonies but is the current president. The insurrectionists were set free. Innocent immigrants are being taken off their jobs and out of schools and homes. So, I guess liberty and justice are for a distinct few.



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May 26, 2025

**CEASE AND DESIST**

To CWA 1180  
Attn: Gloria Middleton, President  
6 Harrison St.,  
4<sup>th</sup> Floor  
New York, NY 10013

Dear Ms. Middleton,

Your mailer, which has been received by voters on May 22, contains numerous false statements about Andrew Cuomo, all of which is violative of the law and rules surrounding New York City's electoral process. You are hereby directed to immediately cease and desist from continuing to publish false and defamatory claims about Andrew Cuomo.

These statements, namely that he has never been a resident of New York City; that he settled with the Department of Justice regarding allegations of sexual harassment; and that he "covered up nursing home deaths" during Covid; that the Millionaire's Tax was allowed to expire in 2011; and that he is "no friend of workers"

The facts are that: Andrew Cuomo was born and raised in New York City, has also spent much of his adult life as a City resident and has been, again, a resident since September of 2023. The facts are that: the Hochul administration settled with the Department of Justice, and the former Governor was not interviewed or consulted as part of that settlement, which expressly does not admit any liability.

Further, the claim that nursing home deaths were covered up during Covid is demonstrably false the nursing home issue has been investigated three times by the Department of Justice and the Manhattan District Attorney, all of whom closed their cases with no finding of wrongdoing, and two civil suits related to nursing home allegations have been dismissed.

**Trister, Ross, Schadler & Gold, PLLC**

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June 3, 2025

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11201

Re: Cuomo Cease-and-Desist Demand

Local 1180 of the Communications Workers of America, AFL-CIO ("Local 1180"), I am responding to your May 26, 2025, letter to Gloria Middleton, Union. In your letter, you claim that a "mailer" from Local 1180 "contains numerous false statements about Andrew Cuomo," is "violative of the laws and rules surrounding New York City's electoral process," and includes "false and defamatory claims about Andrew Cuomo," and you demand that the Union "cease and desist from continuing to publish" them.

When I reviewed your letter, your basis for writing it was unclear to me. It does not evidence any apparent connection you have to Mr. Cuomo or to his mayoral campaign committee. You did not sign as counsel to either, nor did you even say that you were writing on behalf of either of them. However, I am informed by an article in *Politico* yesterday that you are, in fact, candidate Cuomo's "campaign attorney." Therefore, I explain below why your characterization of the document as unlawful and defamatory is incorrect.

**The Flyer Does Not Violate New York State or New York City Law.**

You are surely aware that even if your assertions that the "mailer" contains "false statements" and is "false and defamatory" were true, it would not violate New York City or New York State election laws. Neither the State Board of Elections, the New York City Board of Elections, nor the Office of the Attorney General has jurisdiction over the substantive content of



Scan to Read  
Entire Cease &  
Desist Letter and  
Local 1180's Response



YORK TIMES  
SUNDAY, JUNE 15, 2025



**No Kings Day** A Local 1180 contingent marched in the New York City "No Kings" protest on June 14 to demonstrate against President Donald Trump's policies. Tens of thousands of people took part in the protests, which focused on themes of defending democracy, opposing authoritarianism, and advocating for human rights, as part of a national day of action. In top photo, **Linnea Biggs, Local 1180 Civil Rights and Equity Committee Secretary**, led the New York City "No Kings Day" rally representing the union. The photo appeared in the *New York Times*. Bottom photo, **Private Sector Staff Rep Tomas Laster and Organizer Alex Dinndorf** spearheaded the effort on behalf of the union.



**Bringing Attention to Mental Health** A Local 1180 contingent participated in this year's NAMIWalks NYC, the nation's largest mental health event. While their goal was to raise \$1,000, they exceeded that by bringing in \$1,120. Mental health awareness is a crucial aspect of what the union focuses on each year and highlighting the importance of helping families and individuals impacted by mental illness is critical to addressing the problem. Participants received a "CWA Local 1180 Supports NAMI" bracelet to help show their support. Those who attended: **Member-at-Large Amica Benjamin** – Team Captain, **Linnea Biggs** (PAA, HPD), **Monique Blount** (PAA, Finance Administration), **Ingrid Brown-Lewis** (Admin Manager, ACS), **Otissa Dillard** (PAA, DSS), **Cheryl Drumgold** (Admin Manager, ACS), **Toya Flowers** (Admin Manager, Finance Administration), **Second Vice President Teesha Foreman**, **Tamecka Murray** (PAA, DOC), pictured below, right, **Staff Rep Shakima Ivory**, **Members-at-Large Helen S. Jarrett** and **Carol Jenkins**,



**Marie Johnson** (CM, H+H), **Rhonda Joseph** (PAA, DOHMH), **Staff Reps Stephanie Miller** and **Terrence Mitchell**, **Ylanda Mitchell** (Mother of Terrence Mitchell), **Pamela Odle**, pictured far left, (PAA – HPD), **Pranshanta Oneal** (PAA, DOHMH), **Members-at-Large Rosario Roman** and **Gregory Smith**, **Karen Smith** (PAA, Finance Administration), **Sara Wong** (PAA, DSS), and **Ed Yood** (Chair, Committee on People with Disabilities).



**Getting PIST for Schoolbus Rights** At a recent Committee on People with Disabilities Committee meeting, members heard from Parents to Improve School Transportation (P.I.S.T.) who joined to discuss their Schoolbus Bill of Rights in New York (S.1018). From left: **Johnnie Stevens**, P.I.S.T. Co-founder; **Edward M. Yood**, CWA 1180 Committee on People with Disabilities Chairperson; **Dr. Katherine Hallet**, P.I.S.T. volunteer activist and parent of a school bus rider; **Denise Jackson**, committee activist and DC 37 retiree; **Sara Catalinotto**, P.I.S.T. co-founder; **Audrey Henderson**, Local 1180 Retiree and committee activist; **Sara Wong**, Local 1180 Retiree and committee activist. Additional Committee members not pictured also attended either in person or virtually.

**May Day** On May 1, International Workers' Day, working people around the globe took action to stand up to the billionaires threatening our rights and freedoms. In New York, President Trump and Elon Musk have slashed thousands of union jobs, ripped up union contracts, cut essential services, and launched an attack on fundamental freedom to organize for a better life. In Foley Square, workers, immigrants, tenants, parents, and community members from across the five boroughs came together in solidarity, joining a nationwide day of action to demand investment in the lives of working people. Following the rally, a crowd of thousands filled Broadway, turning the streets of Lower Manhattan into a vibrant procession. **Staff Rep Shakima Ivory, Mobilization Coordinator Helen S. Jarrett, and Membership Coordinator Deborah Valentin** showed up to represent the union.



**State of the Borough** When Brooklyn Borough President Antonio Reynoso gave his 2025 State of the Borough speech on April 10, Local 1180's **Brooklyn Borough Community Coordinating Committee Chair and ACS Shop Steward Ingrid Brown-Lewis** (at left with Borough President Reynoso) was there proudly representing the union, along with **Member Ingrid Robinson (ACS)**, both standing with Brooklyn Deputy Borough President Kim Council



**Hear Our Call** On April 16, CWA members gathered in front of 26 Federal Plaza in a powerful show of solidarity to protest federal budget cuts that put essential public services—and the workers who provide them—at risk. The “Save Our Services” rally was part of a wave of actions across the country in response to the Trump administration’s creation of DOGE, the controversial agency led by billionaire Elon Musk, that is rapidly cutting funding to critical government programs that millions of Americans rely on—from healthcare and housing support to environmental protections and public safety initiatives. Union members made it clear: dismantling the services that keep our communities healthy and secure is unacceptable. They called on elected officials to stand up for working families and hold the line against these dangerous cuts.



**Eleanor's Legacy** On May 2, Local 1180 turned out in support for the Eleanor's Legacy annual NYC Spring Luncheon, featuring honorees Texas Rep. Jasmine Crockett, Eleanor's Legacy Emerita Chair Donna Zaccaro, and ASCME's Courtney Brunelle. Eleanor's Legacy endorses pro-choice Democratic women running for state or local office in New York. Through this work, they help build a robust bench of pro-choice Democratic women by teaching first-time candidates the ropes and filling in the gaps for endorsed candidates and incumbents through training, endorsements, direct funding, and campaign support. Pictured at top: **Secretary-Treasurer Robin Blair-Batte, Second Vice President Teesha Foreman, Bronx Borough President Vanessa Gibson, Staff Rep Terrence Mitchell, Member-at-Large Amica Benjamin, Membership Coordinator Deborah Valentin, Staff Rep Shakima Ivory, and Mobilization Coordinator Helen S. Jarrett.** Bottom photo: **President Gloria Middleton**, who also sits on the Eleanor's Legacy Board, with Honoree Jasmine Crockett.

**Hands Off** rallies took place nationwide on April 5 to protest against the policies and actions of President Trump and his administration, particularly focusing on cuts to federal government programs and policies. Even the rain couldn't stop the Local 1180 contingent from joining with thousands of others in New York City to express outrage at Donald Trump and Elon Musk thinking this country belongs to them. New York City is fighting back and Local 1180 is joining that fight.



# Don't Go In Alone: Know Your Right to Union Representation

By Luis Benitez-Burgos, Esq., CWA District 1



Imagine this: you get an email asking you to meet with your manager later today—no agenda, no explanation. You have a gut feeling it might not be good. Whether you work in the private, nonprofit sector or the public sector, if you think the meeting could lead to discipline, you have a legal right to union representation. But you must assert it.

These rights don't kick in automatically. They won't be read to you like a Miranda warning in an episode of Law and Order. You need to know them—and use them.

## For Private Sector Workers: Weingarten Rights

Under federal law (the National Labor Relations Act), union-represented workers have the right to request union representation in any investigatory meeting that could lead to discipline. This includes questioning related to alleged misconduct or performance concerns.

If you're unsure what the meeting is about, but you suspect it might involve discipline, say:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at the meeting. Without representation, I choose not to answer any questions."

Once you assert this right, the employer must:

- Wait for your representative,
- End the meeting, or
- Give you the choice to continue without representation (which you should decline).

If they continue questioning you without honoring your request for union representation, it could be an Unfair Labor Practice under federal law, and you should not answer any questions or offer any information.

## For Public Sector Workers in New York: Weingarten Rights under Civil Service Law §75 & the NYC Collective Bargaining Law

If you're a public employee covered by New York State Civil Service Law §75 (if this is every public sector worker at 1180 then we should say that here so they know), the law goes further. You have a right to representation during questioning when it appears you may become the subject of disciplinary action—and your employer must give you advance written notice of that right.

## Key protections under Section 75:

- The employer must notify you in writing, in advance, that you have the right to representation.
- If you request representation, you must be given a reasonable amount of time to obtain it.
- If the employer fails to give you time or proceeds anyway, any statements or evidence they obtain may be excluded from your hearing.
- You have the right to stop a meeting at any time and demand your union representative when it appears you may become the subject of disciplinary action. Even if the employer fails to give you a notice: invoke the right to have your union representative present.

These protections are also enforced under the New York City Collective Bargaining Law (NYCCBL). Under Section 12-306(a)(1), it is a violation of the law (an improper practice) for a City agency to deny an employee union representation at a meeting where the employee reasonably believes discipline may result—once the employee has made that request.

In other words: the right exists—but you must speak up and invoke it. Your employer has no obligation to offer it unless you ask.

## When These Rights Apply

- If you're being questioned about a complaint, incident, or possible misconduct
- If your job, pay, or continued employment could be affected
- If you're unsure but want to be safe—invoke your rights anyway

## When They Don't Apply

- General staff updates or team meetings
- Conversations unrelated to discipline or performance
- One-way communication (like receiving a warning with no discussion)

## Don't Fall for It: Representation Is Your Right

Employers don't always outright deny your right to a union representative. Instead, they often try to talk you out of using it. This is a common tactic to isolate you and weaken your protections. You might hear things like:

- "This is just an informal chat."
- "You don't need anyone else in the room—it's nothing serious."
- "Having a rep here will just complicate things."
- "Let's keep this between us."
- "You'll look better if you handle this on your own."
- "You don't need anyone else in the room—we're just having a friendly conversation."
- "We're a family here. You can trust me."
- "Don't make this into a bigger deal by bringing in the union."
- "You'll look more cooperative if you come alone."

Don't take the bait. These phrases are designed to make you feel safe going in alone, but they often mean there's something serious going on. If the meeting is truly harmless, then there's no reason not to have your union rep present.

Remember: your right to representation is your legal shield—use it before the conversation begins. Once you're in the room, it may already be too late.

## Final Word

If there's even a chance that discipline might come up, say the words. Ask for your union rep. You are not alone, and your union is here to defend your rights—but those rights start with you asserting them.










Invoke your WEINGARTEN RIGHTS by saying:  
"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions."

# Know Your Role, Respect the Workplace: Guide to Office Protocol **DOs** and **DON'Ts**

As CWA Local 1180 members, we take pride not just in the work we do but in how we carry ourselves in the workplace. Whether you're a longtime civil servant or just starting out in a City agency, every action you take on the job reflects your professionalism, your values, and your union. A respectful, well-run workplace doesn't just happen — it's built through mutual accountability and shared standards. While Local 1180 Staff Reps are here to help members who might find themselves facing a disciplinary action, there are many ways to avoid putting yourself in a position of needing the union in the first place. Here are some key dos and don'ts of office behavior to help maintain a positive work environment for you and your coworkers. "As CWA Local 1180 members, we lead by example. A respectful, professional workplace isn't just good policy, it's part of the union difference," said **First Vice President Gerald Brown**. "If you do ever find yourself in a situation involving harassment, retaliation, favoritism, or bullying, contact your Staff Rep immediately. Your rights and your well-being are of the utmost concern to the union."












## DO

- 
**DO: Be Professional, Punctual, and Prepared**  
 Show respect for your coworkers by arriving on time, being ready to work, and communicating clearly. Whether you're logging on, clocking in, or joining a meeting—consistency and reliability matter.
- 
**DO: Communicate Clearly and Respectfully**  
 Professional, courteous communication—spoken or written—builds trust. Whether you're talking face-to-face, sending emails, or on the phone, choose your words wisely.
- 
**DO: Stay Home When You're Sick**  
 Protect your coworkers' health by staying home when you're ill. Follow agency procedures for calling out and submitting documentation.
- 
**DO: Maintain a Harassment-Free Workplace**  
 Everyone deserves to feel safe at work. Report any harassment—sexual or otherwise—to HR and your union rep. CWA Local 1180 will stand with you.
- 
**DO: Keep Shared Spaces Clean and Respectful**  
 Clean up after yourself and treat common areas like break rooms, copier stations, and restrooms with care.
- 
**DO: Use City Resources Responsibly**  
 Phones, internet, email, office supplies, and equipment are for work purposes. Be mindful and professional in how you use them.
- 
**DO: Stay Sober, Alert, and Ready to Work**  
 Your workplace is a drug- and alcohol-free zone. Show up clear-headed and prepared to do your job safely.
- 
**DO: Dress for the Job**  
 Wear workplace-appropriate clothing that reflects pride in your role, your agency, and your union.
- 
**DO: Know the Rules and Respect Boundaries**  
 Understand your agency's code of conduct and CWA Local 1180 protections. Respect others' space, time, and dignity.



## DON'T

- 
**DON'T: Be Late, Unaccountable, or Unprepared**  
 Frequently arriving late, leaving without notice, or being disengaged places an unfair burden on others and can lead to disciplinary action.
- 
**DON'T: Gossip, Insult, or Stir Negativity**  
 Spreading rumors, passive-aggressive behavior, or inappropriate jokes can damage morale and create a toxic workplace. If it wouldn't be appropriate in front of your supervisor or HR, don't say it.
- 
**DON'T: Come to Work Sick or Leave Without Telling Anyone**  
 Showing up sick or disappearing mid-shift without notice puts others at risk and can lead to serious consequences.
- 
**DON'T: Cross the Line**  
 This includes inappropriate comments, jokes, gestures, unwanted advances, sharing explicit content, or retaliating against someone who sets a boundary.
- 
**DON'T: Leave a Mess or Expect Others to Clean Up**  
 Leaving behind trash or unstocked supplies is disrespectful to your coworkers. Shared space means shared responsibility.
- 
**DON'T: Misuse Work Tools for Personal Business**  
 Streaming shows, printing personal materials, or excessive online shopping reflects poorly and could lead to discipline.
- 
**DON'T: Use Drugs or Alcohol at Work—or Arrive Impaired**  
 Even on special occasions, impairment at work is unacceptable and puts your job—and others' safety—at risk.
- 
**DON'T: Dress Inappropriately or Unprofessionally**  
 Avoid attire that's overly casual, offensive, or not aligned with agency policy. Looking professional helps you get treated professionally.
- 
**DON'T: Harass, Intimidate, or Threaten Others**  
 Any verbal or physical intimidation is unacceptable. Report it—and know your union is here to protect you and your coworkers.

# When Men's Health Goes Unspoken

Local 1180 has always stood strong in the fight for fairness, safety, and dignity—especially for women, who make up the majority of our membership. We've led the charge on issues that disproportionately affect women in the workplace and beyond. But equity means looking out for everyone in our union family.

That's why it's time to shine a light on something too often overlooked: men's health.

## The Invisible Crisis

In many of the sectors our members power—telecommunications, healthcare, public service, media, and higher education—physical stamina, long hours, and high stress are the norm. These demands can have a lasting impact on physical and mental health, yet far too many men suffer in silence.

Men face a higher risk of serious health issues, including heart disease, high blood pressure, diabetes, prostate and testicular cancer, and work-related injuries.

Many of these conditions are preventable or manageable with early detection. But all too often, men delay care due to workplace pressures, financial constraints, or the stigma of seeming “weak.”

“We've spent years making women's health a union priority—and rightly so,” said **President Gloria Middleton**. “But true solidarity means seeing and supporting every member. Men's health isn't just a men's issue, it's a union issue, and it impacts families, workplaces, and communities. We have to speak up, break the stigma, and ensure our brothers feel supported.”

## Mental Health Matters, Too

It's not just about the physical well-being. Mental health struggles like depression, anxiety, burnout, and substance abuse are also alarmingly common among men, especially in male-dominated professions. Yet, the outdated idea that men must always be “tough” and self-reliant keeps too many from speaking up.

“Men are taught to power through pain and keep quiet, even when they're hurting,” said **First Vice President Gerald Brown**. “But silence doesn't make you strong. Getting support, talking about mental health, going to the doctor—that's what real strength looks like.”

Let's be clear: Mental and physical health are deeply connected. Untreated stress and emotional pain can lead to serious physical illness—and vice versa.

“Men are taught to power through pain and keep quiet, even when they're hurting,” said **First Vice President Gerald Brown**. “But silence doesn't make you strong. Getting support, talking about mental health, going to the doctor—that's what real strength looks like. As a union, we need to create space for those conversations and remove the fear of judgment.”

As a union, we have the power, and the responsibility, to create a culture of care and prevention for all members. Together, we can:

- Advocate for strong healthcare benefits, including preventive screenings, mental health care, and time off for both physical and emotional recovery
- Promote safer workplaces, including ergonomic protections and injury prevention
- Encourage peer support and honest dialogue about stress, burnout, and health challenges
- Break down stigma by creating a culture where asking for help is not only accepted—but respected

## Why It Matters for All of Us

Some may wonder why we're focusing on men's health in a union so deeply rooted in women's advocacy. The answer is simple: we don't rise by lifting only some—we rise by lifting each other. When we support men's health, we're supporting partners, fathers, sons, coworkers, and friends. We're strengthening our workplaces, our communities, and our union.

“Taking care of one another is core to what we do as a union,” Middleton said. “That means standing up not only for women, but for our male members who need our support and our commitment to prioritizing their health as much as we do anyone's.”

She said that every member needs to know that it's OK to go to a doctor, take a break, and ask for help when you are feeling overwhelmed.

## AGENCIES

Administration of Children’s Services (ACS) . . . . .	Stephanie Miller	Manhattan Borough President (Manhattan BP) . . . . .	Shakima Ivory
<b>ALIGN (Alliance for a Greater New York)</b> . . . . .	<b>Christopher Thomas</b>	Manhattan District Attorney (Manhattan DA). . . . .	Shakima Ivory
<b>Amnesty International</b> . . . . .	<b>Christopher Thomas</b>	Manhattan Public Administrator. . . . .	Shakima Ivory
<b>Books and Rattles</b> . . . . .	<b>Tomás Laster</b>	<b>National Audubon Society</b> . . . . .	<b>Christopher Thomas</b>
Bronx Borough President (Bronx BP) . . . . .	Theresa Pinto	<b>National Domestic Workers Alliance (NDWA)</b> . . . . .	<b>Tomás Laster</b>
Bronx Community Board 3 . . . . .	Theresa Pinto	New York City Campaign Finance Board (CFB) . . . . .	Romano Jones
Bronx District Attorney (Bronx DA) . . . . .	Theresa Pinto	New York City Commission on Human Rights . . . . .	Terrence Mitchell
Bronx Public Administrator . . . . .	Theresa Pinto	New York City Comptroller’s Office . . . . .	Theresa Pinto
Brooklyn Borough President (Brooklyn BP) . . . . .	Romano Jones	New York City Dept. of Consumer & Worker Protection (DCWP)* . . . . .	Theresa Pinto
Brooklyn District Attorney (Brooklyn DA) . . . . .	Romano Jones	New York City Dept. of Small Business Services (SBS) . . . . .	Theresa Pinto
Business Integrity Commission (BIC). . . . .	Terrence Mitchell	New York City Employees Retirement System (NYCERS) . . . . .	Shakima Ivory
<b>Caring Across Generations.</b> . . . . .	<b>Tomás Laster</b>	New York City Fire Department (FDNY) . . . . .	Romano Jones
City Clerk’s Office. . . . .	Terrence Mitchell	New York City Fire Pension Fund . . . . .	Romano Jones
City Planning . . . . .	Terrence Mitchell	New York City Housing Authority (NYCHA) . . . . .	Shakima Ivory
Civil Service Commission . . . . .	Romano Jones	New York City Law Department. . . . .	Shakima Ivory
Civilian Complaint Review Board (CCRB). . . . .	Theresa Pinto	New York City Police Department (NYPD). . . . .	Romano Jones
Conflicts of Interest Board (COIB) . . . . .	Shakima Ivory	New York City Police Pension Fund . . . . .	Romano Jones
Dept. of Aging. . . . .	Theresa Pinto	New York City Tax Commission. . . . .	Stephanie Miller
Dept. of Buildings (DOB). . . . .	Shakima Ivory	New York City Transit Authority (Transit or MTA) . . . . .	Shakima Ivory
Dept. of Citywide Administrative Services (DCAS) . . . . .	Terrence Mitchell	Office of Actuary. . . . .	Shakima Ivory
Dept. of Correction (DOC). . . . .	Terrence Mitchell	Office of Administrative Tax Appeals (OATA) . . . . .	Shakima Ivory
Dept. of Cultural Affairs . . . . .	Romano Jones	Office of Administration Trials & Hearings (OATH). . . . .	Stephanie Miller
Dept. of Design and Construction (DDC) . . . . .	Theresa Pinto	Office of Collective Bargaining (OCB). . . . .	Stephanie Miller
Dept. of Education (DOE) . . . . .	Desiree Waters	Office of Emergency Management (OEM) . . . . .	Romano Jones
Dept. of Environmental Protection (DEP) . . . . .	Shakima Ivory	Office of Labor Relations (OLR) . . . . .	Shakima Ivory
Dept. of Finance (DOF) . . . . .	Terrence Mitchell	Office of Management and Budget (OMB). . . . .	Romano Jones
Dept. of Health & Mental Hygiene (DOHMH) . . . . .	Stephanie Miller	Office of the Mayor (Mayor’s Office) . . . . .	Shakima Ivory
Dept. of Homeless Services (DHS) . . . . .	Theresa Pinto	Office of Payroll Administration (OPA) . . . . .	Theresa Pinto
Dept. of Information Technology & Telecommunications (DOITT) . . . . .	Theresa Pinto	<b>Open Society Institute</b> . . . . .	<b>Christopher Thomas</b>
Dept. of Investigation (DOI). . . . .	Terrence Mitchell	<b>Physicians for Human Rights</b> . . . . .	<b>Tomás Laster</b>
Dept. of Parks and Recreation (PARKS) . . . . .	Romano Jones	Queens Borough President (Queens BP). . . . .	Stephanie Miller
Dept. of Probation . . . . .	Desiree Waters	Queens District Attorney (Queens DA). . . . .	Stephanie Miller
Dept. of Records & Information Services (DORIS) . . . . .	Shakima Ivory	School Construction Authority (SCA) . . . . .	Terrence Mitchell
Dept. of Sanitation (DSNY) . . . . .	Romano Jones	Staten Island Borough President (Staten Island BP) . . . . .	Terrence Mitchell
Dept. of Transportation (DOT) . . . . .	Stephanie Miller	Staten Island District Attorney (Staten Island DA). . . . .	Terrence Mitchell
Dept. of Veterans Affairs. . . . .	Terrence Mitchell	<b>StoryCorps.</b> . . . . .	<b>Tomás Laster</b>
Dept. of Youth and Community Development (DYCD) . . . . .	Theresa Pinto	<b>Sunrise Movement.</b> . . . . .	<b>Tomás Laster</b>
<b>Edible Schoolyard NYC.</b> . . . . .	<b>Christopher Thomas</b>	Taxi and Limousine Commission (TLC). . . . .	Stephanie Miller
Equal Employment Opportunity (EEO) . . . . .	Terrence Mitchell	Teachers’ Retirement System (TRS) . . . . .	Stephanie Miller
Financial Information Services Agency (FISA). . . . .	Theresa Pinto	<b>The Century Foundation.</b> . . . . .	<b>Christopher Thomas</b>
Housing Preservation & Development (HPD) . . . . .	Terrence Mitchell	<b>The Trevor Project.</b> . . . . .	<b>Tomás Laster</b>
<b>Human Rights First.</b> . . . . .	<b>Tomás Laster</b>	<b>Tutor Associates.</b> . . . . .	<b>Christopher Thomas</b>
<b>Human Rights Watch</b> . . . . .	<b>Tomás Laster</b>	<b>Type Media Center</b> . . . . .	<b>Christopher Thomas</b>
Independent Budget Office (IBO) . . . . .	Terrence Mitchell	<b>Unified Court System, New York State.</b> . . . . .	<b>Christopher Thomas</b>
<b>Jacob Javits Convention Center</b> . . . . .	<b>Tomás Laster</b>	<b>Union Web Services</b> . . . . .	<b>Tomás Laster</b>
Landmarks Preservation & Development (LPD) . . . . .	Stephanie Miller		
<b>LGBT Center</b> . . . . .	<b>Christopher Thomas</b>		

## HRA

Administrative Job Opportunity Specialist	Desiree Waters
Administrative & Support Services	Shakima Ivory
Audit & Quality Control Assurance Services	Shakima Ivory
Communication Affairs/Immigrant Services	Stephanie Miller
<ul style="list-style-type: none"> <li>Child Support Outreach</li> <li>Community Outreach</li> <li>Infoline</li> <li>Office of Constituent Services (OCS)</li> </ul>	
Communications & Marketing/Legislative Affairs	Shakima Ivory
Contracts	Shakima Ivory
Domestic Violence Services (ADVENT)	Stephanie Miller
Emergency and Intervention Services (EIS)	Theresa Pinto
<ul style="list-style-type: none"> <li>Adult Protective Services (APS)</li> <li>Customized Assistance Services (CAS)</li> </ul>	
Family Independence Administration (FIA)	Romano Jones
<ul style="list-style-type: none"> <li>Common Benefit Identification Card (CBIC)</li> <li>Food Stamp Claims</li> <li>Income Clearance Program (ICP)</li> <li>Office of Career Services (TAG)</li> <li>Office of Central Processing (OCP)</li> </ul>	
General Support Services (GSS)	Romano Jones
HIV/AIDS Service Administration (HASA)	Terrence Mitchell
Homelessness Prevention Administration (HPA)	Terrence Mitchell
Human Resources Solutions (HRS)	Terrence Mitchell
Information Technology (IT)	Terrence Mitchell
<ul style="list-style-type: none"> <li>Management Information Services (MIS)</li> </ul>	
Investigation, Revenue & Enforcement Administration (IREA)	Terrence Mitchell
Legal Assistance Initiatives	Shakima Ivory
Medical Assistance Program (MAP)	Stephanie Miller
Medical Insurance & Community Services Administration (MICSA)	Stephanie Miller
<ul style="list-style-type: none"> <li>CASA</li> <li>Homecare Services Program (Home Care)</li> <li>Medicaid</li> </ul>	
Office of Child Support Enforcement (OCSE)	Terrence Mitchell
Office of Crisis and Disaster Management (Crisis & Disaster)	Theresa Pinto
Office of Equal Employment Opportunity (EEO)	Theresa Pinto
Office of Fiscal Operations	Theresa Pinto
<ul style="list-style-type: none"> <li>Department of Account Receivable &amp; Billing (DARB)</li> </ul>	
Office of General Counsel/Legal Affairs	Terrence Mitchell
<ul style="list-style-type: none"> <li>Fair Hearing Administration</li> </ul>	
Office of Labor Relations	Shakima Ivory
Office of Policy, Procedure & Training	Shakima Ivory
Planning & Performance Management	Shakima Ivory

## SNAP CENTERS

S.N.A.P. 02	Romano Jones
S.N.A.P. 13	Romano Jones
S.N.A.P. 15	Shakima Ivory
S.N.A.P. 21	Terrence Mitchell
S.N.A.P. 22	Terrence Mitchell
S.N.A.P. 28	Terrence Mitchell
S.N.A.P. 40	Theresa Pinto
S.N.A.P. 45	Theresa Pinto
S.N.A.P. 46	Theresa Pinto
S.N.A.P. 53	Stephanie Miller
S.N.A.P. 54	Stephanie Miller
S.N.A.P. 61	Shakima Ivory
S.N.A.P. 79	Stephanie Miller
S.N.A.P. 99	Terrence Mitchell
TIPS Clermont	Terrence Mitchell
TIPS Halsey	Theresa Pinto
TIPS Long Island City	Stephanie Miller

## BENEFITS ACCESS CENTERS

All Administrative JOS Titles	Desiree Waters
Bushwick #66	Shakima Ivory
Centralized Fair Hearing Office	Shakima Ivory
Centralized Rent Processing Unit #71	Romano Jones
Clinton Hill #67	Terrence Mitchell
Concourse #45	Theresa Pinto
Coney Island #63	Shakima Ivory
Crotona #46	Theresa Pinto
DeKalb #64	Shakima Ivory
Dyckman #35	Shakima Ivory
East End #23	Shakima Ivory
Family Services Call Center #17	Terrence Mitchell
Family Services Call Center Satellite Offices	Theresa Pinto
Fordham #44	Theresa Pinto
HRA Express Center #50	Terrence Mitchell
Hunts Point #40	Theresa Pinto
Jamaica Center #54	Stephanie Miller
Queens Job Center #53	Stephanie Miller
Refugee & Immigrant Job Center #47	Stephanie Miller
Residential Treatment Center #52	Romano Jones
Richmond #99	Terrence Mitchell
Rider #38	Theresa Pinto
Rockaway #79	Stephanie Miller
Southern Brooklyn #70	Shakima Ivory
St. Nicholas #18	Romano Jones
Union Square Center #39	Terrence Mitchell
Veterans/Burial Claims Center #62	Romano Jones
Waverly Center #13	Terrence Mitchell

The most current, updated list of Staff Representatives is always available on our website [www.dhs.ny.gov/cers-and-staff](#)



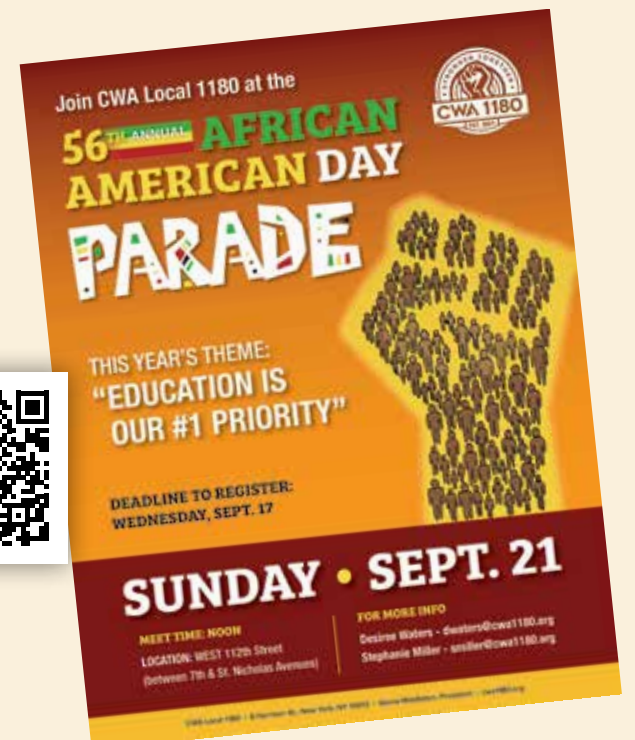
# UPCOMING EVENTS

## H+H

Bellevue .....	Terrence Mitchell
Central Office .....	Romano Jones
Certified Home South Bronx .....	Theresa Pinto
Coler .....	Stephanie Miller
Correctional Health .....	Romano Jones
Cumberland .....	Romano Jones
Elmhurst .....	Stephanie Miller
Family Health Services .....	Romano Jones
Gotham Health Center (ENY Diagnostic) .....	Romano Jones
Gouverneur .....	Terrence Mitchell
Harlem .....	Stephanie Miller
Henry J. Carter .....	Theresa Pinto
Jacobi Medical Center .....	Theresa Pinto
Kings County .....	Desiree Waters
Lincoln .....	Theresa Pinto
Metroplus .....	Shakima Ivory
Metropolitan .....	Theresa Pinto
Morrisania .....	Theresa Pinto
North Central Bronx .....	Theresa Pinto
Queens .....	Romano Jones
Renaissance .....	Shakima Ivory
Seaview .....	Terrence Mitchell
Segundo Belvis .....	Theresa Pinto
South Brooklyn Health (formerly Coney Island) .....	Desiree Waters
Susan McKinney Rehab .....	Desiree Waters
Woodhull .....	Romano Jones



More Info Coming Soon



### MAIN STAFF REP EMAIL

[staffrep@services@cwa1180.org](mailto:staffrep@services@cwa1180.org)

### DIRECT STAFF REP EMAILS

#### Public Sector Reps

- Desiree Waters ..... [dwaters@cwa1180.org](mailto:dwaters@cwa1180.org)
- Romano Jones..... [rjones@cwa1180.org](mailto:rjones@cwa1180.org)
- Shakima Ivory ..... [sivory@cwa1180.org](mailto:sivory@cwa1180.org)
- Stephanie Miller ..... [smiller@cwa1180.org](mailto:smiller@cwa1180.org)
- Terrence Mitchell ..... [tmitchell@cwa1180.org](mailto:tmitchell@cwa1180.org)
- Theresa Pinto ..... [tpinto@cwa1180.org](mailto:tpinto@cwa1180.org)

#### Private Sector Reps

- Christopher Thomas..... [cthomas@cwa1180.org](mailto:cthomas@cwa1180.org)
- Tomás Laster..... [tlaster@cwa1180.org](mailto:tlaster@cwa1180.org)

Visit us at <https://www.cwa1180.org/local-home/new-offi->



## GERALD BROWN

### Social Security Administration Celebrates 90th Anniversary

The Social Security Act was signed by President Franklin D. Roosevelt on Aug. 15, 1935. Along with FDR and Frances Perkins, Secretary of Labor, at the bill signing were 19 congressional legislators – 14 Democrats, one Progressive, and one Republican from the House of Representatives who was from New York State, and three Democratic U.S. Senators.

Prior to his election as President, FDR served as the governor of New York during periods of the Great Depression. During that time, he saw the need for a financial safety net for the people. So, when he became President of the United States and the calls from the people and legislators came to provide some form of a safety net, he was ready to move on the issue.

He appointed individuals for committees and research groups to assist with the blueprint of what was needed. The Social Security Act of 1935 was designed to provide for elderly, unemployed, and disadvantaged Americans. The Social Security Act was signed during the Great Depression 1929-1939, which was a period involving the longest and deepest economic downturn in the United States. The Depression generated very high rates of unemployment and poverty. Social Security provides retirement security, disability protection, survivors benefits, financial security, social insurance, and other benefits.

Since its enactment 90 years ago, Congress has amended the Social Security program many times, including amendments to expand coverage, change the minimum age for retirement benefits, provide an automatic cost-of-living adjustment (COLA) to benefits, and address concerns about the funding of the Social Security Trust Funds.

#### The first COLA was 8% in 1975 followed by:

1976 – 6.4%	2002 – 2.6%
1977 – 5.9%	2003 – 1.4%
1978 – 6.5%	2004 – 2.1%
1979 – 9.9%	2005 – 2.7%
1980 – 14.3%	2006 – 4.1%
1981 – 11.2%	2007 – 3.3%
1982 – 7.4%	2008 – 2.3%
1983 – 0%	2009 – 5.8%
1984 – 3.5%	2010 – 0%
1985 – 3.5%	2011 – 0%
1986 – 3.1%	2012 – 3.6%
1987 – 1.3%	2013 – 1.7%
1988 – 4.2%	2014 – 1.5%
1989 – 4.0%	2015 – 1.7%
1990 – 4.7%	2016 – 0%
1991 – 5.4%	2017 – 0.3%
1992 – 3.7%	2018 – 2.0%
1993 – 3.0%	2019 – 2.8%
1994 – 2.6%	2020 – 1.6%
1995 – 2.8%	2021 – 1.3%
1996 – 2.6%	2022 – 5.9%
1997 – 2.9%	2023 – 8.7%
1998 – 2.1%	2024 – 3.2%
1999 – 1.3%	2025 – 2.5%
2000 – 2.5%	2026 – 2.6%
2001 – 3.5%	

For those of us in NYCERS and similar pension systems, it would be nice to have COLAs such these included in our pensions. Since 1975, the Social Security COLAs have totaled a 189.7%. When compounded, the percentage increase is much higher.

**During the next 10 years, as we approach the milestone 100th anniversary of the Social Security Act, it is extremely important for all Americans to be protective of the program. This includes Democrats, Republicans, and Independents. It includes all races and ethnicities. It includes single and married individuals.**

We all need to be concerned in so many ways to protect America's Safety Net – the Social Security Administration. Leading up to the 100th Anniversary, we must prevail the next three-and-a-half years of "this administration" and then the six-and-a-half years to the 100th threshold. We must be extremely strong and fight against proposed negative legislation. Fight as we did with George W. Bush's administration when they proposed prioritizing Social Security. We fought back and won then we will fight back and win again. Proposed negative changes to Social Security have and will continue to bring people together from many walks of life. Stay strong and power to the people.

# EXECUTIVE BOARD MEETING MINUTES

## March 18, 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, Carol Griffith, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### PRESIDENT'S REPORT

Minutes of the Feb. 27, 2025, meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, and carried to accept minutes with the necessary additions and corrections.

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

2/28 — Attended the Municipal Labor Committee meeting

3/4 — Attended the CUNY School of Labor luncheon

3/5 — Attended the Office of Child Support Services (OCSS) Black History month celebration

3/7 — Participated in the Eleanor's Legacy Endorsement Committee meeting

3/12 — Chaired both the weekly communications and staff meetings

3/13 — Participated in the NYC Department of Probation union leadership meeting

3/14 — Attended a meeting with Municipal Labor Committee (MLC) regarding health care costs for members and met with Assemblywoman Alicia Hyndman to discuss the programs at the CUNY School of Labor and Urban Studies

3/15 — Attended the Eleanor's Legacy Q1 Board Meeting—Spring Retreat

3/17 — Participated in the candidate screening held for Brooklyn Borough President

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

President Middleton announced that she will be honored for Women's History Month by NYC Mayor Eric Adams at Gracie Mansion on March 27, 2025.

President Middleton distributed and discussed the Mirkin & Gordon status reports as of March 1, 2025.

She distributed and discussed the Tricomm Creative monthly report for March 2025.

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

A motion was duly made by Helen S. Jarrett and seconded by Carol Griffith. Motion carried to accept President Middleton's Report.

### FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown conducted candidate screenings with the Executive Board on March 17 and 18 for the following positions:

1. NYC Comptroller: Mark Levine Recommendation: Endorsement
2. Brooklyn Borough President: Antonio Reynoso Recommendation: Endorsement
3. NYC Council Queens District 28: Tyrell (Ty) Hankerson Recommendation: Endorsement

Amica Benjamin motioned to approve the recommended endorsements. Motion open for discussion. All recommendations were unanimously approved. Motion carried.

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

Motion was made by Amica Benjamin and seconded by Debra Paylor 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 the following upcoming events and updates:

- March 4 — Meeting with CUNY School of Labor and Urban Studies regarding increasing members enrollment
- March 13 — Meeting with NYC Selikoff Advisory Board
- March 20 — Meet & Greet for Health + Hospitals Shop Stewards hosted by Winston

Updates will be provided at the next meeting.

Foreman discussed the Staff Rep report for February 2025:

Appointments.....	1
Conference Calls.....	18
Counseling/Warning Sessions ...	3
EEO Investigations/Interviews....	5
Emails.....	1,289
Health & Safety Meetings .....	1
Hearing Preparations .....	12
Hearings .....	6
Investigative Hearings/Meetings .	4
Labor Management Meetings....	6
Off-site Member Meetings.....	2
OSI Interview (DOE).....	2
Phone Calls.....	376
Shop Steward Meetings.....	2
Site Meetings.....	9
SNEO H+H New Member Orientations .....	2
Supervisory Conferences.....	1

### Site Meetings

H+H Central Office (2/10/25)  
462 1st Ave., New York

NYCHA (2/18/25)  
24-02 49th Ave., Long Island City

North Central Bronx (2/20/25)  
3424 Kossuth Ave., Bronx

HRA - GSS (2/21/25)  
375 Pearl St., New York

Parks Dept. (2/24/25)  
1 Randall Island, New York

NYCHA (2/25/25)  
1200 Waters Place, Bronx

Dept. of Aging - Virtual (2/27/25)  
2 Lafayette St., New York

H+H Cumberland Hospital (2/27/25)  
100 N. Portland Ave., Brooklyn

NYCHA (2/28/25)  
90 Church St., New York

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 February 2025. She advised that the T.D. checking account has a balance of \$1,103,853.35 as of C.O.B. March 18, 2025.

Blair-Batte reported that we currently have 99.0% of memberships cards on file.

She reported the following member activity for February 2025:

New Member Enrollments.....	3
Actives Deceased .....	2
New Retirements.....	14
Retirees Deceased .....	8
Total Active Members.....	8,497
Total Retired Members .....	6,953

With no further business, a motion was duly made by Rosario Roman, seconded by Debra Paylor, 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, Trustee meetings, CLC Delegates meeting, General Membership Meeting, Minority Caucus Executive Board Meeting, Stop the Cuts Rally, and PHEW meeting.

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

### MEMBERS-AT-LARGE REPORTS

Members-at-Large attended the following meetings, trainings, webinars, events, and rallies since the last Executive Board Meeting: Labor Management, New York City 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 (CBTU), 1180 Standing Committees and Borough Committees, and Community Board Training Presentations.

Next meeting is tentatively scheduled for April 24, 2025.

Motion was duly made by Dennis Vargas, seconded by Robin Blair-Batte, and carried to adjourn at 8:15 p.m.

Respectfully submitted,

Debra Paylor, Recording Secretary

## April 3, 2025 Emergency Meeting

Emergency meeting called to order at 7:06 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, Carol Griffith, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### PRESIDENT'S REPORT

President Middleton recommended that CWA Local 1180 endorse Adrienne Adams as the candidate for the Mayor of New York City. The floor was opened for discussion.

Motion was made by Helen S. Jarrett for CWA Local 1180 to endorse Adrienne Adams for NYC Mayor. Motion was seconded by Dennis Vargas. No opposition. Motion was unanimously approved.

Motion was duly made by Carol Griffith, seconded by Robin Blair-Batte, and carried to adjourn at 7:16 p.m.

Respectfully submitted,

Debra Paylor, Recording Secretary

## April 24, 2025

Meeting called to order at 6:30 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, Shakima Ivory, Helen S. Jarrett, Rosario Roman, Gregory Smith

### Excused

George Johnson, Dennis Vargas

### Absent

Debra Busacco

# EXECUTIVE BOARD MEETING MINUTES

## PRESIDENT'S REPORT

Minutes of the March 18, 2025, meeting were not available for review. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett, to table the minutes. Minutes will be sent to the Executive Board for review and approval.

Minutes from the April 3, 2025, Emergency Executive Board meeting were presented. Motion was duly made by Carol Griffith and seconded by Rosario Roman to approve. All in favor. Minutes approved.

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

3/18 — Participated in the CLC Executive Board meeting and chaired the CWA 1180 Executive Board meeting

3/19 — Chaired weekly communications and staff meetings, and chaired the monthly General Membership meeting held at TWU Local 100

3/20 — Participated in the Department of Design and Construction's Safety & Health Committee meeting (1st Quarter)

3/24 — Participated in the Equal Pay Day Rally at City Hall

3/25 — Participated in the H+H Leadership meeting

3/26 — Participated in the Legislative Breakfast

3/27 — Honored by New York City Mayor Eric Adams at Gracie Mansion for Women's History Month

3/28 — Participated in the CWA District 1 Emergency Local Presidents Call

4/2 — Chaired weekly communications and staff meetings

4/3 — Chaired the Trustees meeting and the Emergency CWA 1180 Executive Board Meeting

4/4 — Participated in the H+H Leadership meeting

4/5 — Participated in the Hands-Off Rally

4/7 — Participated in the HRA Department of Social Services restructuring plan briefing

4/9 — Chaired the weekly communication and staff meetings

4/10 — Participated in the candidates screening panel; later that day she participated in the NYC Local Presidents Mayoral endorsements call

4/14 — Participated in the Education & Training Committee meeting

4/16 — Participated in the Save Our Services rally and chaired the weekly communication and staff meetings

4/21-4/23 — Attended the CWA National Executive Board meeting

President Middleton reported that she continues to meet with the Municipal Labor Committee leadership and Office of Labor Relations Board regarding health care cost funding. They are

continuing discussions for the negotiated acquisition with the two finalists: Aetna and Emblem Health to see which will offer the most savings on health care costs for active employees. President Middleton will keep us updated.

President Middleton reported that CWA 1180 has unanimously agreed to endorse Adrienne Adams for Mayor of the City of New York. We need all hands on deck and boots on the ground for the upcoming Primary election on June 24.

She reported that CWA 1180 received the Annuity funds for the H+H Assistant Directors retroactive to the date of the Memorandum of Agreement. Retirees will receive notification.

President Middleton reported that CWA 1180 is close to ensuring Experience Differential payments are correct for H+H Assistant Directors. She will keep us updated.

President Middleton distributed and discussed the Advance Group report for March and April 2025, the Mirkin & Gordon status reports as of March 1, 2025, and the Tricomm Creative monthly report for March 2025.

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

## FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown made the following recommendations for CWA 1180 endorsements:

### NYC Council

#### Manhattan:

- District 5 — Julie Menin
- District 7 — Shaun Abreu
- District 9 — Yusef Salaam
- District 10 — Carmen De La Rosa

Motion made by Helen S. Jarrett to endorse the candidates for Manhattan New York City Council. Seconded by Rosario Roman. All in favor.

#### Bronx:

- District 11 — Eric Dinowitz
- District 12 — Kevin C. Riley
- District 13 — Shirley Aldebol
- District 14 — Pierina Sanchez
- District 15 — Oswald Feliz
- District 16 — Althea Stevens
- District 17 — Justin Sanchez
- District 18 — Amanda Farias

Motion made by Helen S. Jarrett to endorse the candidates for Bronx New York City Council. Seconded by Teesha Foreman. All in favor.

#### Queens:

- District 20 — Sandra Ung
- District 22 — Tiffany Caban
- District 24 — James Gennaro
- District 26 — Julie Won
- District 27 — Nantasha Williams
- District 29 — Lynn Shulman
- District 31 — Selvena Brooks-Powers

Motion made by Robin Blair-Batte to endorse the candidates for Queens New York City Council. Seconded by Debra Paylor.

### Brooklyn:

- District 33 — Lincoln Restler
- District 34 — Jennifer Gutierrez
- District 35 — Crystal Hudson
- District 36 — Chi Osse
- District 37 — Sandy Nurse
- District 40 — Rita Joseph
- District 42 — Chris Banks
- District 43 — Susan Zhuang
- District 45 — Farah Louis

Motion made by Carol Griffith to endorse the candidates for Brooklyn New York City Council. Seconded by Shakima Ivory. All in favor.

### Staten Island:

- District 49 — Kamillah Hanks

Motion made by Rosario Roman to endorse this candidate for Staten Island New York City Council. Seconded by Gregory Smith. All in favor.

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

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

## SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported the following upcoming events and updates:

Think Tank meetings for HRA Administrative JOS are ongoing. Members are upset about overtime pay cap. Waivers are being denied. The maximum income is based on the Citywide Agreement.

Shop Stewards Assembly will be held on April 26, 2025. Borough Committee chairs and Co-Chairs have also been invited. The focus will be on voter registration. Updates will be provided at the next meeting.

Foreman discussed the Staff Rep report for March 2025:

- Command Disciplines (CD) . . . . .2
- Conference Calls . . . . .12
- Counseling/Warning Sessions . . . . .4
- EEO Investigations/Interviews . . . . .3
- Emails . . . . .890
- Hearing Preparations . . . . .7
- Hearings . . . . .4
- Hiring Pools . . . . .2
- Investigative Hearings/Meetings . . . . .7
- Labor Management Meetings . . . . .10
- Off-site Member Meeting . . . . .1
- Phone Calls . . . . .388
- Shop Steward Mentorships . . . . .3
- Site Meetings . . . . .8
- SNEO H+H New Member Orientations . . . . .5
- Supervisory Conference . . . . .1

## Site Meetings

DOHMH (3/7/25)  
125 Worth St., New York

HRA Adult Protective Services - Virtual (3/20/25)  
109 E. 16th St., New York

H+H Morrisania Gotham Health (3/25/25)  
1225 Gerard Ave., Bronx

Parks Dept. (3/26/25)  
117-2 Roosevelt Ave., Queens

Dept. of Citywide Administrative Services (3/27/25)  
1 Centre St., New York

H+H Jacobi Medical Center (3/27/25)  
1400 Pelham Parkway, Bronx

H+H Queens Hospital (3/27/25)  
82-68 164th St., Queens

H+H South Brooklyn Health (3/31/25)  
2601 Ocean Parkway, Brooklyn

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 March 2025. She advised that the T.D. checking account has a balance of \$995,313.61 as of C.O.B. April 24, 2025.

Blair-Batte reported that we currently have 99.0% of memberships cards on file.

She reported the following member activity for March 2025:

- New Member Enrollments . . . . .4
- Actives Deceased . . . . .1
- New Retirements . . . . .4
- Retirees Deceased . . . . .13
- Total Active Members . . . . .8,492
- Total Retired Members . . . . .6,930

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

## RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended CWA Committee meeting, trainings, events, Trustee meetings, CLC Delegates meeting, General Membership Meeting, Minority Caucus Executive Board Meeting, and PHEW meeting

With no further business, a motion was duly made by Amica Benjamin, seconded by Dennis Vargas, 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, 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 and Borough Committees, National Action Network Convention, and State of the City.

Next meeting is tentatively scheduled for May 22, 2025.

Motion was duly made by Debra Paylor, seconded by Robin Blair-Batte, and carried to adjourn at 8:15 p.m.

Respectfully submitted,

Debra Paylor, Recording Secretary

## May 21, 2025

Meeting called to order at 6:10 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

### Officers

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

### Members-At-Large

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

### Excused

Debra Busacco, Shakima Ivory

### PRESIDENT'S REPORT

Minutes of the March 18, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte and seconded by Dennis Vargas, to table the minutes.

Minutes from the April 24, 2025, Emergency Executive Board meeting were presented. Motion was duly made by Rosario Roman and seconded by Robin Blair-Batte to approve. All in favor. Minutes approved.

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

4/24 — Chaired the CWA 1180 Trustees meeting and the CWA 1180 Executive Board meeting

4/26 — Attended the CWA 1180 Shop Stewards Assembly

4/29 — Chaired the CWA 1180 General Membership meeting

4/30 — Participated in the MLC Steering Committee meeting and chaired the CWA 1180 communications and staff meetings

5/1 — Attended the 2025 May Day Rally

5/2 — Attended Eleanor's Legacy Annual Luncheon with guest speaker the honorable U.S. Representative Jasmine Crockett from Texas. Donna Zaccaro, former chair of Eleanor's Legacy, was an honoree.

5/7 — Chaired weekly communications and staff meetings

5/9 — Participated in the monthly H+H Leadership virtual meeting

5/13 — Attended the CWA 1180 Annual Retirees Luncheon and the Annual CLC 2025 Awards reception

5/14 — Participated in the MLC Executive Board meeting and chaired the weekly communications and staff meetings

5/15 — Participated in the CWA National Executive Board meeting. Discussion are on-going regarding resolutions that will need to be passed for the upcoming National Convention

5/19 — Attended with First Vice President Gerald Brown a spring event hosted by New York State Attorney General Letitia James

5/20 — Chaired the CWA 1180 monthly General Membership in-person meeting

5/21 — Chaired the weekly communications and staff meetings and the CWA 1180 Executive Board meeting

President Middleton thanked all who organized and participated in the Stewards Assembly and May Day Rally.

President Middleton reported that Harry Nespoli has officially announced his retirement as Chair of the Municipal Labor Committee and as President of the Uniform Sanitationmen's Association. He was the chair for decades and an honorable leader for the MLC. He will be missed. An election will be held for a new chair in June.

President Middleton distributed and discussed the Advance Group report for May 2025, the Mirkin & Gordon status reports as of May 1, 2025, and the Tricomm Creative monthly report for May 2025.

A motion was duly made by Debra Paylor and seconded by Amica Benjamin. Motion carried to accept President Middleton's Report.

### FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown reported:

- Home Ownership webinar was very successful
- Civil Service Committee webinar will be held on June 23
- Legislative Committee webinar will be held on June 30 with lobbyists present
- Early voting starts on June 14; Primary Election day is June 24

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

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

### SECOND VICE PRESIDENT'S REPORT

Second Vice President Teasha Foreman reported the following updates:

- We are close to finalizing the Administrative Manager EEO appeals; waiting for determinations on two appeals and two that are waiting to be

scheduled and the last appeal may be withdrawn

- With the addition of Stephanie Miller as the newest Staff Representative, we are fully staffed.
- Administrative Managers are being called off the promotional list and appointed by the agencies, but OMB has not been finalizing the approvals. The Union is continuing to investigate and Foreman will report back with any updates.

Foreman discussed the Staff Rep report for April 2025:

Appointments . . . . . 2  
Conference Calls . . . . . 6  
Counseling/Warning Sessions . . . 6  
EEO Investigations/Interviews . . . 4  
Emails . . . . . 1,158  
Hearing Preparations . . . . . 10  
Hearings . . . . . 4  
Investigative Hearings/Meetings . 8  
Labor Management Meetings . . . 8  
New Member Orientation . . . . . 5  
OATH . . . . . 1  
Off-site Member Meetings . . . . . 3  
Phone Calls . . . . . 495  
Shop Stewards Meeting . . . . . 1  
Site Meetings . . . . . 8  
SNEO H+H New Member Orientations . . . . . 1

### Site Meetings

HRA — Human Resources Solutions (4/7/25)

33 Beaver St., New York

HRA TIPS #43 (4/8/25)  
3220 Northern Blvd., Queens

H+H Coler (4/10/25)  
900 Manine St., Roosevelt Island

H+H CHS (4/11/25)  
Rikers Island, New York

HRA - SNAP 15 & 61 (4/15/25)  
95 Evergreen Ave., Brooklyn

NYPD (4/17/25)  
1 Police Plaza, New York

DYCD - Virtual (4/24/25)  
2 Lafayette St., New York

Parks Dept. (4/25/25)  
24 W. 161st St., New York

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 April 2025. She advised that the T.D. checking account has a balance of \$980,865.80 as of C.O.B. May 20, 2025.

Blair-Batte reported that we currently have 98.9% of memberships cards on file.

She reported the following member activity for April 2025:

New Member Enrollments . . . . . 12  
Actives Deceased . . . . . 3

New Retirements . . . . . 15  
Retirees Deceased . . . . . 13  
Total Active Members . . . . . 8,493  
Total Retired Members . . . . . 6,931

Blair-Batte reported that DC 37 and OSA would like to form a coalition with CWA to address the concerns regarding the Freedom Foundation contacting members to opt out of the union. She will keep us updated.

She attended the ribbon cutting ceremony/press conference for the new HRA Building located at 2400 Fulton St., Brooklyn. The building will house Family Services Call Center—Brooklyn Satellite, East New York Medicaid Office, SNAP Application center along with other agencies.

With no further business, a motion was duly made by Helen S. Jarrett, seconded by George Johnson, 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, rallies, events, CWA 1180 Retirees Luncheon, facilitated the Manhattan Borough Community Coordinating Committee, Trustees meetings, CLC Delegates meeting, General Membership Meeting, and Minority Caucus Executive Board Meetings.

With no further business, a motion was duly made by Carol Griffith, 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, New York City 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 (CBTU), 1180 Standing Committees and Borough Committees, La Colmena Annual Event, National Alliance on Mental Illness (NAMI) Walk 2025, Working Theatre Bridge Awards, and Supplemental Benefits Overview Webinar.

Next meeting is tentatively scheduled for June 26, 2025.

Motion was duly made by Debra Paylor, seconded by Robin Blair-Batte, and carried to adjourn at 7:31 p.m.

Respectfully submitted,

Debra Paylor, Recording Secretary

# EXECUTIVE BOARD MEETING MINUTES

## May 29, 2025 Emergency Meeting

Emergency meeting called to order at 1:05 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, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### Excused

Debra Busacco

### PRESIDENT'S REPORT

President Middleton reported that during the last general membership meeting, our flier listing 10 reasons not to vote for Andrew Cuomo for Mayor was distributed to members. A cease & desist letter was received from Andrew Cuomo's lawyer stating that the information in the flier

contained false statements. Andrew Cuomo's lawyer is requesting a response within seven days from May 27, 2025, or they will pursue legal action.

President Middleton is requesting approval from the Executive Board to retain and pay for legal counsel that specializes in election law to address the cease & desist letter. The floor was opened for discussion.

Motion was made by First Vice President Gerald Brown to retain and pay for the legal counsel that specializes in election law. This will protect the Executive Board from legal litigation. Motion was seconded by Dennis Vargas. No opposition. Motion was unanimously approved.

Motion was duly made by Carol Griffith, seconded by Robin Blair-Batte, and carried to adjourn at 1:30 p.m. All in favor.

Respectfully submitted,

Debra Paylor, Recording Secretary

## June 11, 2025 Emergency Meeting

Emergency meeting called to order at 1:05 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, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Gregory Smith, Dennis Vargas

### Excused

Debra Busacco

### PRESIDENT'S REPORT

President Middleton stated that there are two important items she would like to bring before the Executive Board:

1. President Middleton reviewed and discussed our response that was prepared by our legal counsel addressing the cease and desist letter that was sent by Andrew Cuomo's attorney. President Middleton is requesting the Executive Board's approval to post both, the cease and desist letter and our response from our legal counsel.

The floor was opened for discussion.

There were no objections. The Executive Board unanimously agreed for both letters to be posted on our website.

2. Former CWA Local 1180 President Arthur Cheliotas has resigned his position as the Chairperson for the CUNY School of Labor and Urban Studies Advisory Board. President Middleton announced Gregory Mantsios, PhD., founding Dean, has asked her to accept the Chairperson position for the CUNY School of Labor and Urban Studies Advisory Board.

Motion was duly made by Dennis Vargas, seconded by Helen S. Jarrett, and carried to adjourn at 12:26 p.m.

Respectfully submitted,

Debra Paylor, Recording Secretary

## HOW TO CONTACT DCAS

DCAS now has one way to contact them for all services. Visit [on.nyc.gov/4hWTu82](https://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

# IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Pansy Barrett	Dept. of Social Services	5/30/2025
Mary Cahalin	Dept. of Education	6/28/2025
Lena Campione	General Services	4/9/2025
Margaret Carew	Dept. of Education	3/23/2025
Evelyn Colon	Lincoln Medical Center	3/24/2025
Elizabeth Dangelo	Dept. of Education	6/5/2025
Edward De Almeida	Finance Administration	6/28/2025
Victoria Frazier	Dept. of Education	3/27/2025
Paul Gannon	Dept. of Correction	5/18/2025
Sondra Glotzer	Dept. of Education	6/21/2025
Betty Gusikoff	Dept. of Health & Mental Hygiene	3/18/2025
Louise Hoch	Dept. of Social Services	3/20/2025
James Hunter	Dept. of Social Services	4/14/2025
Laine Iglesias	Dept. of Education	4/23/2025
Reesha Israel	NYPD	4/3/2025
Ida Jackson	Dept. of Social Services	5/20/2025
Alberta James	Finance Administration	3/13/2025
Guyline Jean	Dept. of Education	5/4/2025
Sentrial Joy	Dept. of Social Services	5/27/2025
Edith Lane	DCAS	6/5/2025
Mekeda Miller	Department of Buildings	4/14/2025
Delphine Mitchell	Housing Preservation & Dev.	3/12/2025
Joseph Montgomery	Dept. of Health & Mental Hygiene	4/24/2025
James Murray	Parks & Recreation	6/28/2025
Parmanand Narain	Coler Hospital & Nursing Facility	4/24/2025
Deborah Nelson	Harlem Hospital Center	5/15/2025
Lynette Nixon	Department of Transportation	6/5/2025
Phyllis Orr	Dept. of Health & Mental Hygiene	6/4/2025
Jai Persaud	Kings County Hospital Center	5/1/2025
Joan Posillipo	Dept. of Social Services	4/2/2025
Delia Reyes	Dept. of Social Services	5/15/2025
Nilda Rodriguez	Dept. of Social Services	5/19/2025
Anthony Romain	Dept. of Health & Mental Hygiene	6/22/2025
Joyce Silverstein	NYC Housing Authority	3/17/2025
Ethel Springer	NYC Transit Authority	4/29/2025
Edna Wade	Admin. for Children Services	3/30/2025
David Weiss	Dept. of Education	6/25/2025
Marion Whittaker	Dept. of Social Services	6/22/2025
Carol Williams	Dept. of Social Services	6/6/2025
James Williams	Youth & Comm. Development	4/25/2025
Ruth Zlotolow	Dept. of Education	5/7/2025



**CONDOLENCES TO Virginia J. Conway (Retired, ACS)** on the passing of her son Ben L. Tomlinson Jr. on May 28, 2025, at the young age of 36. Ben worked in the Office of the Chief Medical Examiner (OCME) for more than five years with dedication and care for his work. At his funeral, his service was acknowledged with a kind letter from Mayor Eric Adams and a few words of recognition from the Chief Medical Examiner of New York City, Dr. Jason Graham. Conway, who served the city for more than 30 years, said that although Ben's time was brief, his life left a meaningful imprint on those who knew and loved him.





## Communications Workers of America Local 1180

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## INTRODUCTIONS

### Meet Our New **Staff Rep**

# STEPHANIE MILLER

CWA Local 1180 welcomes Stephanie Miller as our newest Staff Representative, bringing with her 15 years of dedicated service with DSS/HRA and a strong record of union advocacy.

Miller began her career with the Office of Child Support Enforcement (OCSE) in the Court Referral Unit, where she quickly developed a reputation for her work ethic and commitment to public service. In 2018, she was appointed a Principal Administrative Associate (PAA) and joined the Investigation Revenue and Enforcement Administration (IREA), working within the SNAP Claims and Recovery Unit—and officially becoming a proud CWA Local 1180 member.

Her leadership and dedication didn't go unnoticed. In 2021, Stephanie was promoted to PAA II, continuing her work within the same

department. She went on to serve as a Shop Steward, advocating on behalf of her coworkers, and played an active role on multiple union-related committees, including as a member of QWL and Labor Co-Chair for Employee Recognition.

Miller lives by the powerful words of Maya Angelou: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

Now, as a Staff Rep, Miller said she is excited to bring that same philosophy to her role at Local 1180.

"I'm honored to take on this role as Staff Rep and I'm committed to making sure our members feel heard, supported, and protected," she said. "I come from the ranks so I understand the challenges—and I'm here to fight for what's fair and make sure no one ever feels like they're facing those challenges alone."

Miller has already hit the ground running in her new position and is actively making rounds to meet with members at the sites she represents.

