

JULY - SEPT  
2025

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

# COMMUNIQUE



## UNION BACKING **Mamdani for Mayor**

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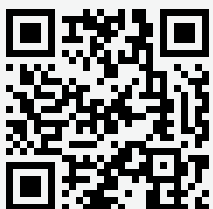
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cwa1180.org



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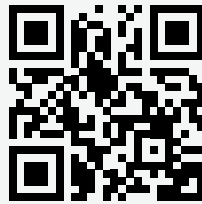
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**Check the Local 1180 website [cwa1180.org](http://cwa1180.org) for monthly meeting information, which is also emailed weekly to personal emails on file with the union.**

## STAFF REPRESENTATIVES

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)

## CONTACT DCAS

[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

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

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

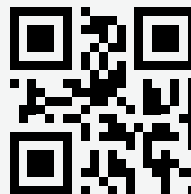
Manhattan  
2 Lafayette St., 17th Floor, New York 10007

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

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

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

*Catalogue updates seasonally—spring, summer, and fall.*



# COMMUNIQUE

## Official Publication

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

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CWA LOCAL 1180



# ZOHRAN Mamdani

FOR NYC MAYOR

“I will be a Mayor that stands with organized labor and delivers a city everyone can afford.”

— Zohran Mamdani  
June 30, 2025

## Why Mamdani: The Union Choice for Mayor

This November, New York City will choose its next mayor, a decision with profound implications for public workers, city services, and the everyday lives of working people. For union members, the stakes are especially high. A mayor’s stance on labor rights, public services, housing, transit, and city budgets can mean the difference between advancing workers’ gains or facing rollbacks.

Unions across the city and nation have made their choice clear: Zohran Mamdani is the candidate who stands with labor. Major union endorsements reflect a deep trust and proof that organized labor trusts him to fight for working people.

Mamdani has also shown in practice what solidarity looks like. He joined the New York Taxi Workers Alliance in their 15-day hunger strike, helping secure debt relief for thousands of drivers. He has consistently framed his campaign around strengthening democracy not just at the ballot box, but “on the job, in our apartment buildings, and in our neighborhoods.” And his bold policy proposals—like raising the minimum wage to \$30/hour by 2030—demonstrate his commitment to lifting standards for all workers.

Every mayor will face pressure to negotiate or renegotiate contracts with city unions. What sets Mamdani apart is his proven record of supporting collective bargaining, opposing austerity measures, and fighting alongside workers on the picket line. That’s why so many unions believe he is the candidate who can preserve and expand fair contracts, strong labor protections, and the respect that working New Yorkers deserve.

### Public Services, Infrastructure & Funding

Unions powering sanitation, transit, education, healthcare, and other city services want a mayor who invests rather than cuts. Decisions around funding, staffing levels, and privatization will directly impact union-represented workers.

- Mamdani**
  - Proposes new Department of Community Safety (a reimagined public safety apparatus) as a complement to policing.
  - Relies on progressive tax increases, particularly targeting high earners, to support his expansive social agenda.

### Affordable Housing & Cost of Living

Rising rents and cost burdens affect all New Yorkers, including union families. A mayor committed to housing solutions, rent protections, and stable neighborhoods gives working people a better chance at staying in their city.

- Mamdani**
  - Aggressive stance on stopping “bad landlords,” ending deed theft, and expanding affordable housing.
  - Advocates for deeper tenant protections and pushing back on displacement pressures.

### Transit & Mobility

Many union members rely on public transit. Governance that supports reliable, affordable transit connects workforce needs with broader urban mobility goals.

- Mamdani**
  - Supports fare-free buses to lower barriers to transit usage.
  - Proposes expanding transit service and shifting resources to underserved routes.

### Childcare/Early Education

For union families, Mamdani’s commitment to universal no-cost childcare and early support for newborns means less financial strain, stronger workplace equality, and more security at home.

- Mamdani**
  - Advocates for no-cost childcare universally for young children.
  - Promises “baby baskets” for newborns as a symbolic and supportive gesture.



# Endorsed Candidates

## November 2025 General Election



### CITYWIDE



**Zohran Mamdani**

Mayor



**Mark Levine**

Comptroller



**Jumaane Williams**

Public Advocate

### NYC COUNCIL

by District

#### Manhattan

- 2 Harvey Epstein
- 5 Julie Menin
- 7 Shaun Abreu
- 9 Yusef Salaam
- 10 Carmen De La Rosa

#### Bronx

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

#### Queens

- 20 Sandra Ung
- 22 Tiffany Caban
- 24 James Gennaro
- 26 Julie Won
- 27 Nantasha Williams
- 28 Ty Hankerson
- 29 Lynn Schulman
- 31 Selvena Brooks-Powers

#### Brooklyn

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

#### Staten Island

- 49 Kamillah Hanks

### BOROUGHWIDE



**Vanessa Gibson**

BRONX

Borough President



**Antonio Reynoso**

BROOKLYN

Borough President



**Brad Hoylman-Sigal**

MANHATTAN

Borough President



**Donovan Richards**

QUEENS

Borough President



**Eric Gonzalez**

BROOKLYN

District Attorney



**Alvin Bragg**

MANHATTAN

District Attorney



This November, New Yorkers will vote not only for candidates but also on several ballot proposals that could reshape how the city handles housing, land use, elections, and more. These proposals come from the New York City Charter Revision Commission and will appear on the ballot alongside the mayoral and other races.

CWA Local 1180 has not yet taken a position on these proposals. Our priority is to ensure members have the information they need to understand what's on the ballot. Once decisions are finalized, the union's official stance will be posted on the Local 1180 website and eblasted out to the membership.

# Ballot Proposals

## November 2025 NYC

- 1 Amendment to Allow an Olympic Sports Complex on Forest Preserve**  
This is the only statewide ballot proposal. It would allow skiing and related trail facilities on state forest preserve land. The site is 1,039 acres. Requires State to add 2,500 acres of new forest land in Adirondack Park.
- 2 Fast-Track Affordable Housing Review**  
This proposal introduces two expedited procedures for approving affordable housing. One process would allow publicly financed affordable housing projects to go to the Board of Standards and Appeals, bypassing the City Council. The other would apply to projects in community districts with the lowest affordable housing production, allowing them to bypass the City Council and go directly to the City Planning Commission.
- 3 Simplify Review of Modest Housing and Infrastructure Projects**  
This measure creates an Expedited Land Use Review Procedure (ELURP) to accelerate the approval process for smaller projects, with the City Planning Commission generally having the final decision instead of the City Council.
- 4 Affordable Housing Appeals Board**  
Establishes a three-member board consisting of the Borough President, City Council Speaker, and Mayor to review City Council decisions on affordable housing projects. The board could overturn a council decision with a two-to-one vote, replacing the mayor's current veto power.
- 5 Digital City Map Charter Amendment**  
Requires the city to consolidate and digitize its City Map, replacing the outdated, decentralized paper map system with a centralized, digital version with the goal of modernizing operations and speeding up review times for infrastructure and housing projects.
- 6 Move City Elections to Even-Numbered Years**  
Proposes shifting NYC local elections (for Mayor, Public Advocate, Comptroller, Borough Presidents, City Council) to even-numbered years to increase voter turnout and align with higher-profile elections.



Please check the **Local 1180 2025 Election Page** for updates on union endorsements for the 5 ballots proposals  
[cwa1180.org/local-home/2025-elections](http://cwa1180.org/local-home/2025-elections)



**ELECTION DAY**  
Tuesday, Nov. 4, 2025  
Polls Open 6 a.m. - 9 p.m.

**EARLY VOTING**  
Oct. 25 - Nov. 2, 2025  
[findmypollsite.vote.nyc](http://findmypollsite.vote.nyc)

Staff Rep  
Theresa Pinto



## Union Support Helps Member Rise Above Hostile Workplace — and Get a Promotion

For more than two decades, **CWA Local 1180 member Saul Galarza** dedicated himself to his role as an Assistant Coordinating Manager in the Central Patient Transportation Department at Jacobi Medical Center. His commitment to patients, staff, and the day-to-day operations of the hospital never wavered. Yet, despite 20 years of loyal service, Galarza had never received a promotion or recognition for his hard work.

Things took a turn for the worse when Galarza became the target of unfair disciplinary action. His director moved to counsel him over alleged time-and-leave issues, a charge that left him feeling attacked and unsupported. Suddenly, he found himself working in a hostile environment that was not only demoralizing, but pushed him to the brink of resignation.

When management notified the union of the pending counseling, **Local 1180 Staff Representative Theresa Pinto** stepped in immediately. She brought calm guidance, expert contract knowledge, and—most importantly, a clear message that no member should ever face management alone.

At first, Galarza resisted her help, convinced that nothing could change his situation. But once Pinto assured him he would not be punished for something he hadn't done, he began to open up.

"I told him this counseling was not going to happen, and I wasn't going to let him be punished unfairly," Pinto said. "Once that was cleared, he started to trust me and shared the full story of what was going on."

From that moment forward, Pinto became both his advocate and his coach. She encouraged him to apply for a higher-level position at a different hospital location even when he doubted anyone would take notice of his capabilities. Pinto herself reached out to top leadership at Metropolitan Hospital, making the case for Galarza's strong work ethic and long record of dedication.

"Members sometimes get too comfortable in their titles," Pinto said. "I told him, 'Just listen to me. Don't give up on me. I'm not going to give up on you.'"

The process was not a quick one. It took more than a year of persistence, patience, and encouragement. But eventually, Galarza applied, interviewed, and was promoted to Coordinating Manager Level A at Metropolitan Hospital. The new role not only gave him the professional advancement he had long deserved but also freed him from the toxic environment at Jacobi, giving him a fresh start in a new department and agency.

Looking back, Galarza said the union's intervention completely changed the course of his career—and his outlook on life.

"My situation had become extremely stressful and demoralizing, and I was losing hope," Galarza said. "From the beginning, I was told everything was going to be okay—that the union was going to help me. Ms. Pinto's calm demeanor, expert advice, and professional representation completely shifted the direction of the situation. I am deeply grateful for the encouragement and professionalism I received. Without the union, I don't know where I'd be right now."

With Local 1180's backing, Pinto not only turned around Galarza's disciplinary case but also helped him regain his confidence and rediscover the value of belonging to a union.

"Members need to know that their union is always there for them," Pinto said. "Sometimes solutions take a while, but we will stand with you every step of the way. Management is not your friend, but the union is. That's something important to remember."

Today, Galarza is motivated, respected, and thriving once again. His journey is a powerful reminder of the vital role union representation plays in protecting members' rights, ensuring fairness in the workplace, and uplifting workers when they need it most. With Local 1180 in your corner, you are never alone.



# 80th CWA National Convention: A Call for Unity and Action



Thousands of delegates from CWA locals, including Local 1180, gathered for the 80th CWA National Convention to vote on union business, debate resolutions, and hear from leaders and allies delivering powerful messages of unity, resilience, and solidarity at a pivotal moment for the labor movement.

CWA National President Claude Cummings urged members to stay united and continue building momentum.

“The history of our union is filled with stories of people just like you who made sacrifices because they believed in the promise of a better tomorrow,” Cummings said. “Our momentum is strong! We will not be stopped by billionaires or bullies.”

District 1 Vice President Dennis Trainor rallied delegates with a passionate reminder about the challenges ahead.

“We have to be smart and can’t let them divide us with culture war distractions or their divide-and-conquer tactics,” he said. “The rich think we’re stupid and it’s our job to make sure working-class Americans see this for what it is. We know that an immigrant trying to escape war and provide for their family is not our enemy. What we do now matters. We are CWA. We stand up and we fight back.”

Delegates also heard important updates from Secretary-Treasurer Ameenah Salaam on the union’s finances and from Organizing Director Tim Dubnau, who reported that more than

25,000 new members have joined CWA since the last convention two years ago.

**Local 1180 President Gloria Middleton** said she’s proud that the number of new private sector shops organized into Local 1180 have contributed to that number.

“Local 1180 is proud to have played a role in CWA’s growth by organizing several new private sector shops over the past year,” Middleton said. “Every new group of workers that joins our union strengthens our collective voice and builds the kind of power we need to win better contracts, protect our benefits, and expand the labor movement for the next generation.”

Guest speakers included Pennsylvania Governor Josh Shapiro, Congresswoman Summer Lee, Congressman Chris Deluzio, and UNI Global Union General Secretary Christy Hoffman. Retiree voices were also strong, as National Retired Members Council (RMC) President Gwen Parker and the RMC Executive Board encouraged lifetime membership and reminded delegates that “we cannot put away our union card” while employers continue to try to strip away hard-won benefits.

The National Committee on Civil Rights and Equity and the National Women’s Committee brought delegates to their feet with bold calls to action. The Civil Rights and Equity Committee closed by declaring, “We built this, we run this, and we are taking it back!” while the Women’s Committee asked, “We’re fighting back, are you?” The resounding answer from the hall was, “Yes!”

Among the convention’s major accomplishments:

- Overwhelming passage of the CWA Unbreakable Resolution, designed to strengthen members’ ability to strike while providing sustainable funding for projects that expand bargaining power.
- 10-Year project to recommit to CWA’s industry of origin and unionize telecommunications workers.
- Fighting the Trump Administration’s Anti-Union Project 2025 Playbook: mobilizing to resist anti-worker policies and protect the freedom to organize.
- Protecting Public Services: defending quality public services and good union jobs.
- Trans Rights Are Workers’ Rights: reaffirming protections and contract language for trans members.
- A Generational Fight for Our Freedoms: building multiracial working-class resistance to authoritarianism.
- Restoring Federal Funding for Public Broadcasting: defending jobs and the role of public media.

Delegates also approved some CWA constitutional amendments, including measures to expand transparency in finance reporting, update member trial procedures, and strengthen accountability in harassment and discrimination cases.





Middleton said that the 80th Convention served as a powerful reminder of CWA's mission and momentum: to unite members, defend working people, and keep building a stronger labor movement for generations to come.



**Luggage of Love** Local 1180 members answered the call with overwhelming generosity when the Caribbean Heritage Committee asked for donations of luggage and personal care items as part of its first-ever participation in the Luggage for Love drive. The initiative supports young adults transitioning out of foster care by providing them with essentials that offer both dignity and a sense of belonging. Along with carry-on suitcases, members donated items such as toothpaste, toothbrushes, body wash, lotion, shampoo, and deodorant—each contribution a meaningful reminder to these young people that they are not alone. The Committee delivered the donations to Brooklyn Borough Hall, where they became part of a special event for NYC foster youth and students in temporary housing. Pictured top photo are **Caribbean Heritage Committee Chair Carol Griffith, Staff Rep Stephanie Miller, Member-at-Large Helen S. Jarrett, Assistant Supervisor of Staff Reps Desiree Waters, Deborah Valentin, Second Vice President Teesha Foreman, and Staff Rep Shakima Ivory** proudly display just some of the many suitcases and personal care items collected from Local 1180 members. Top right, **Linnea Biggs (PAA, HPD)** arranges some of the personal care items. Bottom right, **Paula Flynn (Admin. Manager, NYCHA)** and a volunteer look over some of the donated items.





## GLORIA MIDDLETON

### When we **FIGHT**, we **WIN**

From Sept. 15- Oct. 15, we celebrate Hispanic Heritage Month, a time to honor and uplift the vibrant cultures, resilience, and invaluable contributions of our Latino sisters and brothers. But this year, as we come together in pride and celebration, we also face a sobering truth: the same communities we celebrate are under siege.

In Chicago, an overnight ICE raid turned an apartment complex into something out of a war movie. Doors were kicked in, families were dragged into the street, and terrified children watched their parents handcuffed and detained under the glare of spotlights and circling helicopters. Residents reported seeing a Black Hawk helicopter overhead, armored vehicles in the parking lot, and federal agents filling the hallways. The so-called justification? A mission to “clean up crime.” The reality? A show of force meant to intimidate, traumatize, and send a message.

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**When Election Day comes, we flood the polls. We vote for our values — for equality, for fairness, for workers’ rights, for democracy. We vote against hate, against greed, and against the destruction of everything we’ve built.**

---

This was not an isolated act — it was an orchestrated attack, ordered by the convicted felon currently occupying the White House, who has once again turned the machinery of government against its own people. Illinois Governor JB Pritzker condemned the raid, calling it “an unconscionable violation of due process and human dignity.” He made it clear that these were not criminals being rounded up, but

families — many of them U.S. citizens — targeted because of who they are and where they live. What is happening to our country? When did “law and order” become a weapon of terror? When did we decide that human rights are optional and democracy is negotiable? Every time we allow this kind of violence to go unchecked, we lose a piece of our moral fabric — and the promise of America grows dimmer.

This administration has made it clear that it does not believe in equality, fairness, or justice. It has waged an all-out assault on workers, women, immigrants, LGBTQ+ communities, and anyone who dares to challenge its cruelty. Programs that lift families out of poverty are being gutted. Funds for healthcare, housing, and education are being slashed. Even in New York, we’ve seen threats to strip billions in infrastructure and homeland security funding — only reversed after an outcry from officials and advocates who refused to stay silent.

While the rich and powerful get new tax breaks, working people — the backbone of this nation — are once again being told to do more with less. The so-called “Big Ugly Budget” benefits the billionaire class and punishes everyone else. It’s a reverse Robin Hood operation — stealing from the public good to pad the pockets of the ultra-wealthy. It’s class warfare, plain and simple.

But there’s another layer to this story — one that particularly targets women and women of color. We are seeing renewed efforts to roll back reproductive rights, to criminalize healthcare decisions, and to silence women’s voices in workplaces and government. The same forces attacking immigrants and unions are the ones trying to push women back decades. We will not go quietly. We have come too far to turn back now.

Let’s also be clear: this isn’t just about politics — it’s about power. The far-right knows that when working people, especially Black and Brown women, come together and vote, we change the outcome. That’s why they are redrawing maps, closing polling places, and spreading lies about election integrity. They’re afraid — because they know our power is real.

We’ve seen what solidarity can do. We saw it when workers at Starbucks and Amazon organized against impossible odds. We saw it when educators, nurses, and transit workers took to the streets to demand fair contracts. We see it every day in our own union — when our members stand up, speak out, and refuse to be silenced. That’s the labor movement at its best — people rising together, across race and gender and zip code, to demand justice.

So what do we do now? We fight smarter. We organize harder. We show up in every space where decisions are being made — from City Hall to the school board to the ballot box. We talk to our families, our neighbors, and our coworkers about what’s at stake. We remind them that democracy only works if we do.

When Election Day comes, we flood the polls. We vote for our values — for equality, for fairness, for workers’ rights, for democracy. We vote against hate, against greed, and against the destruction of everything we’ve built.

Because this fight is not just about one election. It’s about the soul of this nation — about what kind of country we want to leave for our children and grandchildren.

CWA Local 1180 has always been on the front lines of progress. We’ve fought for pay equity, for civil rights, for women’s rights, and for respect in the workplace. We’ve never backed down — and we’re not about to start now.

I’m asking each and every one of you: get involved. Attend rallies. Join our committees. Talk to your coworkers about what’s at stake. Speak truth to power. Because our silence only empowers those who seek to destroy us.

We are stronger than their hate. We are louder than their lies. We are more united than their division.

And when we fight — we win.



## Puerto Rican Day Parade

Local 1180 members and family, officers, and staff proudly marched in this year's Puerto Rican Day Parade, joining thousands along Fifth Avenue to celebrate Puerto Rican culture, heritage, and pride. With music, flags, and vibrant energy filling the streets, the parade served as both a joyful celebration and a reminder of the deep connections between the Puerto Rican community and the labor movement. Local 1180's presence highlighted the union's commitment to diversity, unity, and solidarity with members and their families from all backgrounds. **Committee Chair Rosario Roman** said that as proud Puerto Ricans and union members, "it means so much to see Local 1180 represented at the parade, which is about honoring our heritage and showing that our union stands with every community it represents."

## HRA Employee Recognition Day

On Aug. 8, **Local 1180 Staff Rep Stephanie Miller** attended the Employee Recognition Day celebration at the HRA Office of Policy, Procedures & Training, filling in for Staff Rep Shakima Ivory who normally covers this location. The event recognized HRA employees for their longevity and years of dedicated service, honoring their commitment to supporting New York City residents and strengthening the agency's mission. Local 1180 was proud to join in celebrating the hard work and accomplishments of these members. Pictured from left: **Cynthia Johnson (PAA)**, **Carolyn Gibson (Admin Manager)**, **Irene Hughes-Tyrie (Admin Manager)**, **Shantell Padilla (PAA)**, and Miller.



**Prepping for Elections** Local 1180 Shop Stewards gathered for a special training session called "Building Our Power and Keeping It" that focused on one of the most powerful tools union members have — their vote. With the November election fast approaching, the training centered on making sure every eligible member is registered and ready to cast their ballot. Stewards learned how to check voter registration status, assist coworkers in registering, and start meaningful conversations about why voting matters. Union leaders emphasized that participation at the polls is an extension of union activism — it's how members protect their contracts, benefits, and rights on the job by electing leaders who support working people. "When union members vote, we don't just show up for ourselves — we show up for the entire labor movement," said **Gerald Brown, First Vice President**. "Every ballot cast is a statement that working people deserve fair wages, safe workplaces, affordable health care, and respect on the job. Voting is how we turn our collective voice into action, and it's one of the strongest ways we can keep building power for all workers. With this being a mayoral election year, it's more important than ever for every single one of our members to vote."

## THE NEW NYCE PPO

# Health Care Frequently Asked Questions

The City has proposed a new health care plan — the NYC Employees PPO (NYCE PPO) — that would replace the current GHI CBP plan for active members and pre-Medicare retirees beginning Jan. 1, 2026. This premium-free plan, jointly administered by EmblemHealth and UnitedHealthcare, promises an expanded provider network, one streamlined ID card, no change in copays, and enhanced mental health services. Because health care is one of the most important benefits we have, CWA Local 1180 is sharing answers to common questions about what this change could mean for you and your family.

**At the time of print, Local 1180 has no additional information. A complete FAQ is published on our website at [cwa1180.org](http://cwa1180.org). Please continue to check our website for updates as this plan works its way toward approval.**

### What is the new NYCE PPO?

The NYC Employees PPO Plan (NYCE PPO) is a new premium-free health plan offered jointly by EmblemHealth and UnitedHealthcare. It would include health coverage for doctors, hospitals and other medical facilities — all under one health plan and one member ID card. The current in-network copays — the flat fee we pay for visits with contracted doctors — would remain the same, while the network of providers would expand. This plan would be available to all city employees, pre-Medicare-eligible retirees and their eligible dependents enrolled through the NYC Health Benefits Program. Coverage would begin on Jan. 1, 2026. This plan, if approved, would replace the current GHI CBP plan for in-service members and pre-Medicare retirees. No other city health plans would be affected.

### Is EmblemHealth different from GHI CBP?

EmblemHealth is the insurance company that administers the medical portion of the current GHI CBP plan. Your medical health insurance card now says EmblemHealth at the top and it would continue to say EmblemHealth under the NYCE PPO. The continuing participation of EmblemHealth is a big benefit of this new plan.

Anthem (formerly BlueCross BlueShield) administers the hospital portion of the GHI CBP plan. Therefore, members have two ID cards for the GHI CBP plan: an EmblemHealth card for medical coverage and an Anthem card for hospital coverage. The new plan streamlines medical and hospital coverage into one network with one ID card (see below).

### How is the new NYCE PPO different from the GHI CBP plan?

The new plan would include health coverage for doctors, hospitals and other medical facilities — all under a single health plan. Here are a few other key differences:

- Members would receive a single ID card — replacing the current system of two separate plans and two ID cards.
- EmblemHealth would provide coverage for doctors and hospitals in the DS13. The new plan's network in the DS13 would include 78,000 providers, an increase of 14,000 providers. 97% of these providers would have availability to see new patients.
- UnitedHealthcare would provide national coverage for doctors and hospitals outside EmblemHealth's covered area through its national network of 1.6 million providers, up from about 120,000 in the GHI CBP plan.
- All your health information and documents would be in one place in a single member portal.

### Is there anything in the GHI CBP plan that isn't included in the new plan?

No. All the benefits and services that we have in our current plan would be offered in the NYCE PPO, plus more features and enhancements.

### Would we still have access in this plan to our same EmblemHealth providers in the Downstate 13 counties (DS13), which are made up of New York City, Long Island and Dutchess, Orange, Putnam, Rockland, Ulster and Westchester counties?

Yes, providers who are currently contracted with EmblemHealth in these locations would also be covered under the NYCE PPO.

### Are copays changing?

No, they are not. Each year we have to fight to stop insurance companies from increasing our copays. Under the proposed plan, our copays would stay the same as they are now, and more services would have no copays. NYC Health + Hospitals would join ACPNY as an in-network preferred provider which would expand the options across the city for medical services with no copays. This plan would help to protect our current rates for the next five years.

### What mental and behavioral health services would the new plan provide?

Mental and behavioral health services will now be provided by United Healthcare. Through the new plan, members would continue to have in-person and virtual access to a nationwide network of quality behavioral health providers offering evidence-based treatment options. The proposed plan would include:

- 39,000 mental and behavioral health providers in New York State, which represents a 325% increase from the 12,000 providers in the GHI CBP plan.
  - 87% of which would be accepting new patients.
- 418,000 mental and behavioral health providers nationwide, which represents a 685% increase from the 61,000 providers in the GHI CBP plan.
  - 84% of which would be accepting new patients.
  - 85.5% of which practice both in person and virtually.
- Access to 22 specialty mental and behavioral health provider organizations, up from the seven offered in the GHI CBP plan. These organizations, which would provide
- Virtual services to members, would be accessed through EmblemHealth concierge services under the NYCE PPO. Examples include:
  - Charlie Health for teens and adults who need mental health, substance use disorder or eating disorder-specific care
  - Hazelden Betty Ford for virtual/digital therapy for substance use disorders
  - InStride Health for virtual/digital therapy for pediatric anxiety and obsessive-compulsive disorders (OCD)
  - Talkspace for virtual/digital therapy via texting, video or chat with licensed therapists

### What other types of specialty health care programs would be offered in the new plan?

A suite of programs and resources would be offered on topics including wellness, disease management, maternity care, convenient virtual care and more. Details on these programs will be available if the plan is approved.

### Would I need to get referrals from my doctor to see specialists?

No, the NYCE PPO would not require referrals.

### What protections are in place to ensure the expanded network remains in place?

- The provider network in the DS13 would not drop below 74,000.
- At least 90% of all services inside the DS13 must be in-network.
- At least 95% of all services outside the DS13 must be in-network.
- EmblemHealth/UHC would commit to bring highly utilized out-of-network providers into the network.

### Can this health plan be altered without MLC approval?

No. Any changes to the proposed health plan would need to be approved by both the city and the Municipal Labor Committee before they could take effect.

### I have heard that the new city plan is a self-funded insurance plan. What does that mean?

In a self-funded plan, the employer (in our case, the City of New York) pays the medical bills directly when claims come in. "Self-funded" does not mean that individual members are paying their own medical bills. The "self" is the city in our case.

The insurance company is still there, but now they're acting as the administrator — processing claims, running the network of doctors and hospitals, and providing customer service.


This has no effect on us and the health care we receive. You will still use your health insurance card, go to doctors and hospitals, and pay the copays and deductibles like you're used to.

Moving to a self-insured plan from the current plan — which is technically a "minimum premium" plan — allows more flexibility in our case, with larger provider networks and fewer denials, since it's not about what makes an insurance company money, but about meeting negotiated standards.

### Does "self-funded" mean that the plan is not subject to Department of Financial Services oversight?


No. NYCE PPO would be fully protected by law. The New York City Department of Financial Services (DFS) does not have direct oversight of self-funded plans (as they are not an "insured" product), but the agency still has oversight of EmblemHealth and UnitedHealthcare. The new health plan must comply with state and federal mandates, and consumers can still go directly to the Department of Financial Services with complaints.

NYCE PPO must also follow state consumer protection laws, including grievance and appeals processes. The proposed plan maintains internal grievance and appeal rights, as well as the ability to further appeal externally. In addition, plan members may file complaints directly with the Department of Financial Services even before completing the internal appeals process.



**Still have questions?**

Scan code for more questions and answers.





**Pre-Parade Reception** Second Vice President **Teesha Foreman** and **Secretary-Treasurer Robin Blair-Batte** proudly represented Local 1180 at the New York City Central Labor Council's annual pre-Labor Day Parade reception for labor leaders, held on September 4. This annual tradition is more than just a gathering—it's a chance for labor leaders from across the city to come together, hear from the parade's grand marshals, and set the tone for what is the largest Labor Day Parade in the nation. The event serves as a rallying point, designed to energize union officers and activists before they take to Fifth Avenue to march in solidarity with tens of thousands of union members. For Local 1180, participating in the pre-parade reception is an opportunity to stand shoulder to shoulder with the broader labor movement, share in the excitement, and celebrate the power of working people. In top photo, Foreman and Blair-Batte are pictured with New York City Councilmember Carmen de la Rosa. In bottom photo, they are with Parade Co-Grand Marshal Terri Carmichael Jackson, Executive Director of the Women's National Basketball Players Association, which is fighting for improved economic opportunities for players through a fairer revenue-sharing agreement in the upcoming Collective Bargaining Agreement along with better working conditions and travel accommodations. They also champion players' social justice advocacy, promoting causes like voting rights and racial equality.



**Top Prize for Donations** Local 1180 was recognized at this year's CWA National Convention for having the most number of members contribute to the PAF (Political Action Fund) through check-off donations. **President Gloria Middleton** accepts the award on behalf of the local from National President Claude Cummings (left) and District 1 Vice President Dennis Trainor (right).



**Uniting for Disability Recognition** Disability Unite brings people together from communities all around the world and the Disability Unite Festival in New York City on July 13 did just that. The Festival is a community celebration of disability pride in New York City held annually to commemorate the Americans with Disabilities Act (ADA). It features live performances, interactive sessions, panel discussions, and a resource fair with disability organizations. Representing Local 1180 from the Committee on People with Disabilities were **Member-at-Large Amica Benjamin, Karen Smith, Committee Chair Edward Yood, Pamela Odle, and Audrey Henderson (Retiree)**.



**It's An Honor** Local 1180 President **Gloria Middleton** was honored by the NAACP with the Ida B. Willis-Barnett Social Responsibility Leadership Award for her pioneering leadership within CWA Local 1180, service with the Communications Workers of America National Civil Rights & Equity Committee, and legacy in improving wage and benefit equity through collective bargaining. Members of the Bronx Borough Community Coordinating Committee and Executive Board attended to show their support. Pictured with Middleton are **Bronx BCCC Secretary Vanessa Eaddy-Thompson, Local 1180 Recording Secretary Debra Paylor, BBCCC Committee member Jeanette Taylor** and her grandson S'Mair Alexander, **BBCCC Chair Zenola Fields, Staff Reps Romano Jones and Terrence Mitchell,** and **Member-at-Large and BBCCC Facilitator George Johnson**. Middleton's grandson Michael was there to show his proud support as well.

# Vive le Carnival

Labor Day Kicks Off With West Indian Day Parade

Since 1969, the celebration of Caribbean culture has annually transformed Eastern Parkway into a moving festival of colorfully and sensually costumed masqueraders and stunningly decorated floats carrying carnival bands through the streets, many of which will be closed for the occasion.

“There’s no other rush than Labor Day Monday, at least for me,” said Curtis Nelson, executive director of parade costume-maker and community group Sesame Flyers International. “The music, the food, the excitement, the freedom that our costumed folks feel when they put on these wonderful costumes and are able to express themselves. ... I’m just lost for words.”

This year’s parade, themed “Vive le Carnival,” was on Sept. 1 on Eastern Parkway from Utica Avenue to Grand Army Plaza in Brooklyn. The main event was the grand finale to a multiday celebration called NY Carnival Week, which includes the nearly sold-out Soca Fest Music Festival on Friday; Panorama, a now sold-out steelpan drum competition on Saturday; Junior Carnival, a day of family-friendly live performances, youth activities and a back-to-school giveaway on Saturday; and the Ultimate Fete, a rum and music celebration on Sunday. All take place at the Brooklyn Museum and, unlike the main event, are ticketed.



There’s also J’Ouvert, the early-morning celebration that takes place ahead of the big parade, which typically attracts well more than a million people, and is widely considered North America’s largest Caribbean carnival.

“That does change the dynamics, and does take away, in my opinion, from the pageantry,” he said. But he hopes that this year the parade can begin shifting back.



WOMEN'S COMMITTEE

# PINK & WHITE AFFAIR



Summer may have been winding down, but the Local 1180 Women's Committee turned up the energy with its annual Pink & White Affair on Aug. 23 — a vibrant celebration of strength, sisterhood, and support for the fight against breast cancer.

Hosted by Mistresses of Ceremony **Shakima Ivory** and **Pamela Odle**, the event featured remarks from **Secretary-Treasurer Robin Blair-Batte** and **President Gloria Middleton**, a heartfelt presentation from the American Cancer Society, powerful stories from survivors, and dancing that turned awareness into joy. Councilmember Rita Joseph (CD 40) joined as an honorary guest, while Winston Financial generously sponsored the day.



**Women's Committee Chair Debra Busacco** shared her pride in the committee's efforts. "Every year, we come together not just to raise money, but to lift each other up. The love and generosity of our 1180 family remind us that together, we're stronger than cancer," Busacco said.

The event raised \$4,000 for the Local's 1180Cares team that will join more than three dozen members for the 2025 Making Strides Against Breast Cancer Walk on Oct. 20 in Central Park.







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PINK & WHITE  
EVENT photos

# Celebrating Our Own

## Members Honored at QWL Recognition Ceremonies

Each year, the Quality of Work Life (QWL) Employee Recognition Ceremonies shine a spotlight on the hardworking union members who keep New York City moving forward. These celebrations honor employees for their longevity, dedication, and years of service, acknowledging the countless contributions they have made to their agencies and the communities they serve.

From milestone anniversaries to special achievements, the ceremonies are a reminder that behind every policy, program, and service are union members whose commitment and pride make a lasting impact. Local 1180 was proud to stand alongside our members as they were recognized for their efforts and celebrated for the important role they play every day.

“Recognizing our members is not just about the number of years they’ve worked, but about the lives they’ve touched and the difference they’ve made,” said Second Vice President Teesha Foreman. “These ceremonies remind us that our union family is built on strength, dedication, and service.”

**Honored from ACS** on Sept. 10 for 25 years of service were: **Antonela Bono, Janice Chase, Virginia Clarke, Kevin Colbert, Jason Crouthers, Naresh Maloo, Clyde Straw, Sabrina Williams, Keesha Wooley, and Carolyn Young.** Pictured: Shop Steward Ingrid Brown-Lewis, Kevin Colbert, Second Vice President Teesha Foreman, Yolanda Harrison, Staff Rep Stephanie Miller, Janice Chase, and Shop Steward Kecia Edey.

**Honored from HPD** on Sept. 17 for 10 years of service were: **Tiffany Shantine Clark, Gladys Foster, Tasha Goode, Sharna Ibnesa Green, Herb Hochrad, Fantan Jackson, Marina Teresa Ryan, Mersida Srdanovic, and Ashley Nicole Washington.**

Honored for 20 years of service were: **Anjooman A. Abeed, Dawn Battiste-Walker, Jude D. Cruickshank, Lynval A. Ellis, Natali Farber, Danica A. Jarrett, John F. Kinney, Terry A. Riley, Soraya A. Ruiz, and Tanika Taylor.**

Honored for 25 years of service were: **Maria C. Gomez, Tamika L. Jackson, Jessica Pena, Lisa A. Powell, Jason Roffman, Elfrieda Temiz, Johnny W. Velez, and Denise Walls-Bryan.**

Honored for 35 years of service were: **Kimberly Butler Shop Steward Pamela Odle, Francisca Pilgrim, Andy Velez, and Phyllis Wiggins.**

Honored for 40 years of service were: **Member-at-Large Debra Busacco, Daisy J. Clemetson, Anne Devereaux, and Sharon Nesbitt.**

Honored for 45 years of service was **Shop Steward Phoebe T. Arnold**, who also arranged the entire QWL ceremony.

Also honored were those members who continually make blood donations when called upon: **Salvatore Tassone** (96 lifetime donations, 12 gallons); **Donna McDewbrinson** (87 lifetime donations, 11 gallons); **Catherine Raguso** (84 lifetime donations, 11 gallons); and **Joan Khalil** (61 lifetime donations, 8 gallons). In addition to certificates of recognition from HPD, Local 1180 also provided these special members with an additional recognition.

**Honored from DEP** on Sept. 17 for 15 years of service were: **Jennifer J. Cangelosi, Stephanie Cruz, Patricia L. Curry, and Fatima Y. Rosas.**

Honored for 20 years of service were: **Nina H. Adams-Johnson, Sylvia E. Ancrum, Luis Batista, Emmane Desravine, Nicole M. Devito-Rodrigue, Joann Gaston, Nkenge Gibson, Erica M. Graham, Trude Holm, Tania S. Leary, Zachary Mallory, Zandra Mewborn, Dominick Pesce, Kimberly Pichardo, Francine R. Roberts, Rhonda Royster, Debra Y. Smith, and Michael A. Walczyszyn.**

Honored for 25 years of service were: **Kenyetta B. Cullum, Valentina Gojcay, Virginia Kachurovsky, Petagay King, Danielle Mccutcheon, Mary F. Montanez, Latisha M. Moore, Kayetrina Murchison, Indira Narain, Claudia Tobon, Evelyn Wallace, and Barbara A. Watson.**

Honored for 30 years of service were: **Judith Marshall, Edward Mercado, and Jeanne M. Schreiber.**

Honored for 35 years of service were: **Marcela M. Carvajal, Josianne Dieudonne, Shop Steward Ava S. George, Jacqueline Gori, Jacqueline B. Hernandez, Elestene Houston, Swayne Mardenborough, Marie E. Powell, Tyra Sanders, and Lisa M Scott.**

Honored for 40 years of service were: **Marjorie Adams, Helene Amato, James J. Gallagher Jr., and Mills Ilka.**

Honored for 41 years of service were: **Philippa C. Avaloy - Gentle, and Marcia L. Jones.**

Honored for 43 years of service was **Hopeton McPherson.**

Honored for 46 years of service was **Christopher L. Heil.**

Honored for perfect attendance were: **Earl J. Brewster, Kathleen Coleman, Janette Cruz, Barbara J. Davis, Sierra A. Joseph, Elizabeth Mack, Constantino Mendoza, Tawan Newton, Velicia Robinson, Roma Stanley, and Nicola Thompson.**

**Honored from DOT** on Sept. 9, for 25 years of service: **Nicole Burt, Luisa Celis, Daisy Gomez, Enid Primus, and Jose Vendrell.**

Recognized for 30 years of service: **Quinella Williams-Thomas.**

Recognized for 35 years: **Pamela Bozeman, Rodney Bradford, Elaine De Jesus, Juan Carlos Carranza, Judith Johnson Mayo, Jose Oliveras, and Elizabeth Orozco-Buitrago.**

Recognized for 40 years of service: **Paula Farley, Iliia Hernandez, Lena Marinaro, Jennifer Mills, Eula Stephens, Robin Swan, and Janice Tolliver.**

**Honored from DYCD** on Sept. 26 for 10 years of service were: **Kathie Young** (45 years), **Jacqueline Kennedy** (35 years), **Shop Steward Kecia Pratt** (25 years), **Regine Etienne** (20 years), **Grace Manzo** (20 years), **Cressida Wasserman** (20 years), **April Chambers** (15 years),



ACS



HPD



DEP



DOT



The annual Friends & Family BBQ once again brought together hundreds of members and their loved ones for a day of fun, food, and fellowship, hosted by the Local 1180 Civil Rights and Equity/Community Service Committee.

**Committee Chair Hazel O. Worley**, who has led the event for years, said the best part is “seeing the joy on everyone’s faces — young and old alike.” Members spent the day dancing to the house DJ, swimming, fishing, and joining in friendly competitions like the sack race, egg toss, and water ball contest. The much-anticipated basketball game drew a lively crowd, while others opted for a peaceful canoe ride or stroll around the scenic Holiday Hills grounds in Cheshire, CT.

“Planning a day of this size takes months of work,” Worley said, “but it’s all worth it when members can relax, connect, and share time with family, friends, and their union community.”

Special thanks to the bus captains Leslie Boyce, Vanessa Lenoir, Cheryl Drumgold, Carol Griffith, Denise Gibson, Rhonda Joseph, Iris Jackson, Darlene Scott, Donna Hill-Young, Desiree Waters, Otissa Dillard, Judith Felder, and Stephanie Miller for their amazing work to help make the event a success. Thanks also to retiree Debera Tyndall for help with selling tickets.



# 2025 NYC CENTRAL LABOR COUNCIL LABOR DAY Parade



Abnormally high temperatures did not dim the energy of New York City's labor movement as tens of thousands of union members filled Fifth Avenue for the 2025 Labor Day Parade — the nation's oldest and largest celebration of working people.

Local 1180 members, officers, and staff proudly marched alongside fellow CWA locals and more than 95,000 workers from unions across the city, turning the day into a vibrant display of unity and strength.

Wearing red CWA T-shirts and hats, and carrying CWA 1180 signs, dozens of Local 1180 members carried the union's banner high and celebrated the victories that have marked the past year — from contract wins to organizing new members.

"Our union spirit is unshakable," said **Second Vice President Teesha Foreman**. "Marching in the Labor Day Parade is always a reminder of why we do what we do. "It's about showing the city that our members — in both the public and private sectors — are united, proud, and stronger than ever.

"Labor Day is a time to recognize the dedication and sacrifices of working people across this city. By marching together, Local 1180 shows that we are united in our purpose and proud of the progress we've made as part of the labor movement."

Co-Grand Marshals Rich Maroko, President of the Hotel & Gaming Trades Council, AFL-CIO, and Terri Carmichael Jackson, Executive Director of the Women's National Basketball Players Association, led a parade that showcased the strength and diversity of New York City's labor movement. The parade honored those who built New York and continue to keep it running every day, highlighting the solidarity and dignity that define our movement, and celebrating the power labor has when workers come together in a union—the power to take back our country for working people, not billionaires.

For nearly five hours, union members filled Midtown with sound and color before severe weather forced an early end. While not every union was able to complete the full route, all spent time together on their assembly blocks, demonstrating the spirit of "Power in Unity" that defined this year's celebration.

"Everything workers in our country have we earned. Nothing has been handed to us," said **Secretary-Treasurer Robin Blair-Batte**. "Our contracts, our raises, our benefits, weekends off were all earned by the labor movement in successful fights. Labor Day is our day to mark those victories from the past and strive toward new ones in the future."





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## Local 1180 Marches Proud at the NYC African American Day Parade

Each September, the streets of Harlem come alive with music, culture, and community pride during the annual NYC African American Day Parade. Established in 1969, the parade has grown into the largest African American parade in the nation, celebrating the achievements, heritage, and contributions of African Americans while honoring the ongoing struggle for equality and justice.

This year, Local 1180 brought one of its largest contingents ever to proudly march alongside thousands of other participants — including unions, community organizations, schools, and elected officials — carrying the union banner up Adam Clayton Powell Jr. Blvd. Members, officers, and staff came together in solidarity, representing not only the labor movement but also the deep ties between civil rights and workers' rights.

The day was filled with joyful music, vibrant cultural displays, and powerful reminders of how far we've come — and how much more work lies ahead. For Local 1180, showing up at this parade is about more than tradition; it's about reaffirming the union's commitment to

equity, justice, and standing shoulder to shoulder with the African American community.

"Being part of this parade is more than just showing up. It's about honoring our history and reminding everyone that the labor movement and the civil rights movement are forever connected," said **Staff Rep Desiree Waters**. "Local 1180 will always stand strong with the African American community and continue fighting for justice on every front."

As the parade moved through Harlem's heart, Local 1180's presence reflected the power of unity, demonstrating that when workers stand together, our voices are stronger, our impact is greater, and our commitment to justice is unshakable.

**Staff Rep Stephanie Miller** who organized the Local 1180 group with Waters, said marching in the African American Day Parade is a reminder of how powerful unions are when they come together.

"This was a day to celebrate culture and pride, but also to recommit ourselves to fighting for fairness and equality in the workplace and in our communities," Miller said.

# 56<sup>TH</sup> ANNUAL AFRICAN AMERICAN DAY

# PARADE



60 YEARS



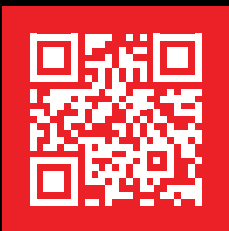
SWA180

POWER THROUGH UNITY



56<sup>TH</sup>

ANNUAL AFRICAN AMERICAN DAY PARADE



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# When Did THAT Become My Job?

## Understanding Out-of-Title Work & How to Protect Your Rights

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

Whether you work for a City agency or a nonprofit, it often starts the same way: “Can you just help with this?” A few weeks later, you’re supervising staff, managing programs, or writing reports well above your pay grade — with no raise, no new title, and no end in sight. That’s not just “pitching in.” It could be out-of-title work — and if you’re a civil service employee or covered by a union contract, you may be entitled to higher pay, a new title, or an end to the assignment. Keep reading to learn what qualifies as out-of-title work, what evidence we need, and what your contract or the law says about it.

### Out-of-Title: the City’s Favorite Promotion—It’s Free!

For Local 1180 public sector members, an out-of-title work assignment occurs when an employee is regularly required to perform the duties of a different — usually higher-paying — title without a corresponding increase in pay. To qualify, the work must be performed frequently and over a sustained period, not as part of a temporary or emergency situation.

To prevail on an out-of-title grievance, the Union must prove that:

- The assigned duties are substantially different from those in the employee’s official NYC agency job specification (not the internal functional job description); and
- The out-of-title duties represent a significant portion—generally nearly half—of the employee’s normal workday.

It’s normal for job specifications to overlap but it does not automatically create an out-of-title claim. What matters is whether you are regularly doing duties from a different, higher-level title. To build a successful grievance, members must help the union gather and document evidence, including:

- Daily or weekly logs of the out-of-title duties performed (task, date, duration).
- Comparison of job specs, including a member’s current civil service title versus the duties they actually perform.
- Who assigned the work and when (emails, memos, meeting notes).
- Examples of similarly titled coworkers not doing the same higher-level work.
- How long the out-of-title assignment has lasted (frequency matters).

### What are the remedies? What am I entitled to?

If you’re performing higher-level out-of-title work, you’re entitled to the pay difference between your current base rate (excluding gross additions) and the minimum rate for the higher title. However, the Union can only pursue back pay if a grievance is filed within 30 days of when the extra duties began — not when you later realize it’s unfair.

If the out-of-title work is at a lower level, the usual remedy is a cease-and-desist order to stop the assignment, not back pay. You’re not automatically entitled to reclassification or reassignment, but the grievance process can be used to request it. In some cases — such as moving from PAA Level I to PAA Level III — reclassification may be granted.

### What Should I Do?

- Start documenting now—dates, duties, and assignments.
- Ask your Steward for your official job specification so you can compare it.
- Notify the union immediately if you believe you’re doing out-of-title work.
- Don’t wait. Filing within 30 days maximizes your remedies.

### The Nonprofit and Private Sector Multiverse: One Job Title, Infinite Duties

For Local 1180’s nonprofit/private sector units, there aren’t any civil service protections, but your contracts are enforceable legal tools. Many Collective Bargaining Agreements (CBAs) include protections related to job descriptions, coverage pay, and reclassification rights. That means if you’re being told to “just help out” by taking on tasks clearly outside your role—or higher-level responsibilities—you may be entitled to more pay, a different title, or both.

### What Is “Out-of-Title” Work in the Private Sector?

Out-of-title work in a nonprofit setting occurs when a member is regularly performing the core duties of a different role—often a higher-paid classification—without a formal title change or wage adjustment, and without contractually required notification or bargaining. Now, if you’re temporarily covering for someone on leave, and your contract includes coverage pay or an acting allowance, that’s not an out-of-title grievance. That’s a violation of the CBA, and you should be compensated per your agreement.

### What Protections Might Be in Your Contract?

Many CWA 1180 CBAs include enforceable language stating:

- You must be given a written job description at hire.
- The employer must notify the union of any changes to duties or job description.
- The employee may request a meeting to discuss changed or expanded duties and request reclassification or additional pay.
- You are entitled to coverage or acting pay when formally assigned to take over another position’s work.

If your contract includes any of the above, you have rights the union can enforce.

### What the Law Requires: The Union Bears the Burden

The union carries the burden of proving a violation under the National Labor Relations Act (NLRA) or your collective bargaining agreement (CBA).

That means:

- We must demonstrate that your assigned duties materially differ from those in your job description.
- We must show that the changes are not incidental, but a reassignment of core duties—and that the employer failed to notify or bargain as required.

Even where a contract contains a broad management rights clause, management cannot unilaterally change essential job duties or assign higher-level responsibilities without triggering bargaining obligations. These types of unilateral changes may constitute unfair labor practices under the NLRA.

### What Should You Do?

If you think you’re working out-of-title or covering another role without the proper pay or notice:

- Review your job description. If your CBA guarantees one and you never received it, ask your Steward.
- Keep a log. Track what you’re doing, how often, and when the assignment started.





**Metropolitan Site Meeting** CWA Local 1180 Staff Rep **Theresa Pinto** hosted a successful lunchtime site meeting at Metropolitan Hospital on Sept. 23 that gave members the chance to engage in discussions about union updates, workplace issues, and benefits, including valuable educational programs and legal services they're encouraged to take advantage of. Fun trivia questions like "Can you name your five union officers?" gave participants a chance to win prizes, while important topics like Weingarten Rights were reinforced. Lunch was generously provided by VIP, with reps from both VIP and the National Student Debt Forgiveness Center on hand. Two sessions, from Noon–1 p.m. and 1 p.m.–2 p.m. ensured wide member participation. Local 1180 plans to continue holding these meetings every six months to keep members connected, informed, and empowered. Metropolitan workers with specific questions or problems should reach out directly to Pinto at the union.



**Labor Power 100** Local 1180 President **Gloria Middleton** was once again honored this year by City & State as one of New York's top 100 labor leaders, coming in at #40. Showing their support for Middleton and representing Local 1180 were **First Vice President Gerald Brown**, **Members-at-Large Helen S. Jarrett** and **Amica Benjamin**, and **Staff Rep Romano Jones**. **NYS Assemblywoman and former Local 1180 member Larinda Hooks (SCA)** stopped by to congratulate Middleton, express her gratitude for the local's support in endorsing her, and for once being part of this Union.

## Disability Justice

CWA Local 1180 Committee on People with Disabilities members joined the NYC ADA 35 March for Disability Justice on July 26 to celebrate the 35th anniversary of the Americans with Disabilities Act and continue the fight



for accessibility, equity, and inclusion for all. Committee Chair **Edward Yood** spoke at the event, saying, "Disability pride is the pursuit of disability justice. Disability justice is the right to not be subjected to the ravages of war, occupation, racism, sexism, bigotry & genocide anywhere on earth. Pictured are **Pamela Odle**, **Yood**, and **Karen Smith** Attending but not pictured: **Gwendolyn McIver** and **Carol Evans**.

- Compare your duties: Are you supervising staff, handling strategic projects, or doing work outside your classification?
- Check your CBA: Are there provisions for coverage pay or duty change review? If so, they're enforceable.
- Talk to your union rep: We can initiate a meeting, request back pay, or file a grievance depending on the situation.

## What If Your Contract Doesn't Have These Protections?

If your contract lacks job description or coverage pay language, that doesn't mean we're powerless. It means:

- We may still have a basis under the NLRA to challenge significant changes.
- Most importantly: we need to fix that contract in the next round of negotiations!

Every grievance or missed protection helps us build a case for better contract language in the next bargaining round. If you've been assigned higher-level work without recognition, speak up. It helps the whole unit.

## Final Word: If You're Doing the Job, You Deserve the Pay

Whether you're a civil service worker running the show on clerical pay, or a nonprofit staffer "temporarily covering" everything but the electric bill, one thing's clear: doing more without recognition or compensation isn't just annoying—it's a contract or legal violation. Out-of-title work is not a compliment. It's not "growth." And it's definitely not free.

If your duties don't match your job spec, your title, or your paycheck—say something early. The longer you stay quiet, the harder it is to fix—and the easier it is for management to keep doing it to someone else. Document it. Bring it to your union. And let's fight for the title, the pay, and the respect you've earned.



## TEESHA FOREMAN

### Striking Down Mental Health Stigma

“Mental health issues are a sign of a weak person.” This is just one of the countless false beliefs held by millions of people. These negative notions based in misunderstanding, ignorance, and often fear, are commonly referred to as stigma. Mental health stigma is characterized by negative attitudes and discrimination against individuals with mental health challenges. It remains a significant barrier to seeking help and achieving workplace inclusion. In many industries, employees hesitate to disclose mental health issues due to fear of judgment or repercussions. CWA, as collective representatives of workers, has the potential to lead transformative change in how mental health is perceived and supported in the workplace.

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**CWA has always led the way in advocating for workers' rights, equitable treatment, and safe working conditions. Attacking mental health stigma aligns with these core values.**

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Mental health conditions are prevalent in the workplace. According to the National Council for Behavioral Health, more than 1 in 5 people in the workplace experience a mental health condition. Why is it important to change the stigma that others hold about mental health? When people feel strongly about an issue, they set out to push their beliefs onto others. Misconceptions, in general, can lead to disastrous actions. Left uncorrected, false notions will spread throughout the country faster than a forest fire. When you compound that spread rate with the acceleration of the growing number of mental health stigmas, we have an exponentially growing catastrophe in our country.

Mental health stigma is pervasive and entrenched in our society, and therefore must be aggressively addressed. It manifests itself primarily in three distinct forms. First, there's public stigma. Public stigma is widespread notions that maintain stereotypes about mental illness. Second, there's self-stigma. This is the internalized shame and guilt experienced by individuals with very real mental health challenges. This leads to fear of being judged or labeled - preventing people from seeking professional help for their mental health issues. The Center for Disease Center (CDC), Health Affairs, NAMI reports that nearly 60% of people with mental illness are untreated. Lastly, structural stigma represents the systemic barriers within institutions like healthcare or workplaces that limit access to mental health services for people with mental illness and prohibit an inclusive work environment. All forms negatively affect employee engagement, including lowered workplace morale, decreased productivity, and strained workplace relationships. According to the American Psychiatric Association (APA), 40% of employees with a mental illness take time off because of it (up to 10 days a year) 4 million lost workdays per year.

The widespread impact of mental health stigma may never be accurately measured because many of the numerous effects of workers are not reported. As noted above, stigma discourages workers from seeking professional help which leads to untreated or worsened conditions. Untreated mental health conditions, over time, result in higher health care costs overall. Fear of disclosure may result in affected people withdrawing from social and professional networks, creating social isolation. That invariably leads to absenteeism and lower job performance, causing a decrease in workplace productivity and employee engagement.

Workers with mental illness also face workplace discrimination because of the negative perceptions of their abilities.

There has also been legislature passed to aid in the fight of mental health stigma. For example in New York, Governor Kathy Hochul signed new legislation (S.6635/A.5745) to support working people who are facing job-related mental health crises. This law will allow any worker to file for worker's compensation for specific types of mental injury premised on extraordinary work-related stress.

CWA has always led the way in advocating for workers' rights, equitable treatment, and safe working conditions. Attacking mental health stigma aligns with these core values. Therefore, our mission is to address this problem from multiple angles.

We must:

- Change workplace policies by negotiating for mental health coverage and anti-discrimination clauses which specifically address mental health;
- Organize workshops and training sessions to educate members about mental health issues while collaborating with mental health organizations to provide resources and expert-led discussions;
- Establish peer-led support groups, while creating confidential avenues for members to seek help without fear of stigma; and
- Advocate for flexible work arrangements and reasonable accommodations for employees managing mental health challenges, while ensuring compliance with legal protections, such as the American with Disabilities Act (ADA).

By directly addressing mental health stigma, CWA not only will enhance the lives of their members but also contribute to healthier, more inclusive work environments.

**“Mental illness is nothing to be ashamed of, but stigma and bias shame us all.”**

– President Bill Clinton

# Bargaining Unit Work = UNION POWER

“Bargaining Unit Work” isn’t just a line in the contract—it’s our shield. It’s what keeps our jobs union jobs, protecting the work that belongs to us. Management fights it because they know it locks in our strength. We fight for it because it defends our livelihoods and our power on the job.

## Management Rights — Restructures, Layoffs, Contractors and Fixed Term Workers

In the United States, Management has the right to direct, assign work, and set the focus of the organization. Meaning that YOUR WORK doesn’t belong to you, but to the organization. In tough economic times (like right now), the organization may try to move that work away from the union (and the benefits that come with membership) – to save money, and weaken Union power on the job.

Unfortunately, we’ve seen 2 methods that typically threaten Union jobs, and have made this a more serious concern to our members: Replacing members with contractors and moving permanent jobs to “fixed term” jobs.

Replacing Union members with contractors is a typical way that the company can avoid providing benefits and dealing with CWA. The second, is to replace regular full time Union jobs with “Fixed Term” (think of temporary) positions, which have

a limit in how long they exist and don’t require severance when they end. Since the majority of Fixed Term workers are usually looking for a permanent position, they are less likely to participate in Union activities or mobilization to fight for a better contract. These workers often fear that union activity will decrease their opportunity for permanent employment, and create a divide in staff and solidarity. These are Union busting behaviors that allow management to undermine the union and something that we are working to stop!

## What We’ve Been Doing

CWA 1180, District 1 Staff Representatives, and Bargaining Committees have been drafting protections for Union jobs into all of our contract proposals, which includes that, in the event any layoffs, Contractors and Agency Temp workers are laid off first. We have also been putting in contract language that allows Management to hire a contractor or Fixed Term worker at their discretion, but only if it doesn’t result in the layoff of one of our members. We’re also working to address the increased use of AI in non-profit workplaces, by adding sections which insist that work created through artificial intelligence, must be checked over by a human worker.

The challenge is that many of our members often do not understand how important this contract language is to the survival of the Union at their place of work. Sometimes members are ready to trade these protections for other short term gains in the contract. As an example: members may agree to allowing a more temporary workforce that does the same work as union members, because Management might agree to 1% more in salary increases. The reality is that, while it may be important for members to get paid more, it won’t help them, in the long run, if they lose their job to a contractor - and there’s nothing the Union can do about it.

## What Should We be Doing?

First and foremost it's essential that all members understand their contract, and the importance of each section. Second, always communicate with Shop Stewards whenever you feel the contract is being violated, if your contract already has these protections. Third, when your workplace is in its next round of negotiations - make sure that it has a significant “Bargaining Unit Work provisions” section, and empower your Bargaining Committee to demand job protections from management!

## BARGAINING UPDATES



**Human Rights Watch** was recently hit with layoffs of 40 employees, 10 of which were Local 1180 members. Originally management was seeking to terminate 12 union members, but the union negotiated to redeploy some positions slated for termination into other roles

In the meantime, we are actively moving forward negotiating a unit expansion of staff currently working in non-union roles but which are not supervisory. This expansion would bring union membership at Human Rights Watch from 35 to 135.



**Tutor Associates** has been bargaining for our first contract since September 2023. We are in the end stages (hopefully) of negotiations. We’ve learned a lot of important lessons in the last two years, the biggest being that mobilizing has been our strongest tool to make progress.

Recently we organized a letter to our CEO, COO, and their lawyer in an effort to get access to health insurance. While, this time, we were not successful we DID build a lot of strength in our unit through this action, and used our momentum for wins on back pay and pay for training hours.



**StoryCorps** is in the process of creating a Bargaining Committee for upcoming contract negotiations. After successfully winning a unit expansion, we'll be pushing for new protections and safeguards for Mobile Facilitators as an important part of bargaining.

Our Stewards have recently been working to negotiate appropriate pay increases for our members who have been carrying considerably larger workloads since the two recent rounds of layoffs (10/24 and 4/25) and the resulting organization restructuring, as well as working to establish improved communication with HR.

The reformulated Labor-Management Committee's (LMC) first meeting was a productive, bridge-building working session. We've agreed to meet more often for closer collaboration, and the Union LMC representatives are building a resource guide for StoryCorps managers who supervise our members.

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

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

This is the only opportunity for members and retirees to change their dental plan coverage, which will be effective Wednesday, Jan. 1, 2026.

## Next Open Enrollment for Dental Insurance

Wednesday, Oct. 1, 2025 — Friday, Nov. 28, 2025

Members may only enroll in one plan for the entire year of 2026. If you wish to remain in your current plan, no action is required.

### THE FUND SCHEDULED DENTAL BENEFIT PLAN (Administered by Daniel H. Cook Associates)

Under this plan you may go to any dentist you choose, but when you use a dentist who is not a participating dentist, you may incur an out-of-pocket expense for covered services. Payment is made for dental expenses up to **\$2,400 per calendar year** for each covered member and eligible dependents. Participating dentists will accept the fixed fee set by the plan as payment-in-full for the services you receive. If the cost of treatment exceeds \$500, or when charges for a course of treatment includes crown or bridgework, you must submit a pre-treatment plan before the work begins. Benefits will be denied on any claim not submitted for pre-treatment review as required. Visit [cwa1180.org/resources](http://cwa1180.org/resources) for more details.

### \*\*DENTCARE/HEALTHPLEX DENTAL PLAN (Group #1730339-64092)

This HMO plan provides all necessary dental services with little or no out-of-pocket expense. You are required to use a DENTCARE AFFILIATED PROVIDER. You will receive an ID card that you will present to your participating provider. No claim forms are required under this plan. This plan has no annual maximum and provides orthodontia coverage for eligible children and adults. Please visit our resources page for more details [cwa1180.org/resources](http://cwa1180.org/resources)

**S700-B plan** (Florida residing members only) administered by Solstice Benefits.

### ANTHEM BLUE-CROSS/BLUE-SHIELD XPO PLAN (Group # 300310)

Anthem BlueCross/BlueShield Network lets you choose from thousands of licensed dentists and specialists nationwide. Average discounts of 70% on services covered when compared to out-of-network. You pay a negotiated rate for covered services from in-network, up to your coverage year maximum of **\$2,000 per individual**, annually. Please visit [cwa1180.org/resources](http://cwa1180.org/resources) for more details.

### EMBLEM HEALTH PREFERRED DENTAL PLAN (Standard or Premium options)

Emblem Preferred Dental gives you quality coverage with access to over 8,500 dentists and specialists nationwide. You can choose a network dentist or specialist for the services covered under your plan. You are not required to pick a specific primary dentist. Emblem has a **\$2,500 annual maximum per person**; however, with this dental plan, you can cover your children up to age 26. Also, children are covered for orthodontia services until the end of the year they turn 19. You may select from one of the following:

- **Standard Plan – No monthly premium requirement.** Annual Deductibles; Individual = \$75, Family = \$225 (Grp# Actives: 1130336-1001, Retirees: 1130336-1002)
- **Premium Plan – Required monthly premium.** Actives = \$34.51, Retirees = \$29.76 per household, with no deductibles. (Grp# Actives: 1124388-1001, Retirees: 1124388-1002)

Visit [cwa1180.org/resources](http://cwa1180.org/resources) for more details.

Below is a brief plan comparison chart. If you are interested in changing your dental plan, you can do so by logging into your Member Portal at [cwa1180.org](http://cwa1180.org) where you can also upload completed enrollment forms or visit our website at [cwa1180.org/resources](http://cwa1180.org/resources) to download and print your enrollment form along with the complete Summary of Benefits Description of your preferred plan.

You can also email your completed enrollment form to [benefits@cwa1180.org](mailto:benefits@cwa1180.org), by fax to 212.219.2450, or mail to the Benefits Fund office (6 Harrison St., 3rd fl. New York, NY 10013).

Feel free to contact our Benefits Department for any questions at [benefits@cwa1180.org](mailto:benefits@cwa1180.org) or at 212.966.5353.

	Dentcare (Healthplex) HMO Plan	Scheduled Dental Plan (administered by DH Cook Assoc.)	Emblem Health Preferred Dental Plan Standard or Premium options	Anthem BlueCross BlueShield Dental XPO
Monthly Member Premium	NO	NO	<i>*Standard: No Monthly Premium</i> <i>Premium: Actives = \$34.51</i> <i>Retirees = \$29.76</i>	NO
Preventive	100% Covered Services	100% Covered Services	100% Covered Services	100% Covered Services
Orthodontic Services Benefit Maximum	Full case fee per eligible insured child or adult. \$300 copay	\$2,290 Lifetime maximum benefit per individual	<i>Standard: Covers 50% for services</i> <i>Premium: Fully covered 100% for children.</i>	\$2,000 Per eligible insured child
Annual Maximum Benefit	No annual maximum per person	\$2,400 annual maximum	\$2,500 annual maximum per person	\$2,000 annual maximum per person
Special Features	<ul style="list-style-type: none"> <li>• Adult Orthodontia</li> <li>• Minimal copays</li> <li>• S700B Plan (Florida residing members only) administered by Solstice Benefits</li> </ul>	<ul style="list-style-type: none"> <li>• In-and-out of network access</li> <li>• Crowns: replaceable every 5 years.</li> <li>• Implants: once in a lifetime, \$2,000 max.</li> <li>• Expanded national access, BCBS XPO network</li> </ul>	<ul style="list-style-type: none"> <li>• National plan</li> <li>• 8,500+ providers</li> <li>• Buy-up option: No deductibles for Basic or Major Dental services.</li> <li><i>*standard option: \$75 individual, \$225 per family deductible</i></li> </ul>	<ul style="list-style-type: none"> <li>• National plan</li> <li>• Covers dental implants 50% up to Annual Plan Max</li> </ul>

# EXECUTIVE BOARD MEETING MINUTES

## June 26, 2025

Meeting called to order at 6:19 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

### Officers

Gloria Middleton, President  
Gerald Brown, First 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, Teesha Foreman

### PRESIDENT'S REPORT

Minutes of the May 21, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte and seconded by Amica Benjamin to approve. All in favor. Minutes approved.

Minutes from the May 29, 2025, Emergency Executive Board meeting were presented. Motion was duly made by Amica Benjamin and seconded by George Johnson to approve. All in favor. Minutes approved.

Minutes from the June 11, 2025, emergency Executive Board meeting were presented. Motion was duly made by Rosario Roman and seconded by Shakima Ivory. All in favor. Minutes approved.

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

5/27—Participated in the PowHer Zoom call meeting, Taking the Next Steps for Pay Equity.

5/28—Participated in the MLC Steering committee meeting; chaired the weekly communications and staff meetings.

5/29—Attended an event hosted by Gov. Kathy Hochul; chaired an emergency Executive Board meeting; participated in the CWA National Executive Board meeting; participated in the CWA 1180 candidate screenings for NYC Council.

6/2—Participated in the second round of candidate screenings for NYC Council.

6/4—Chaired the weekly communications and local staff meetings.

6/5—Attended the second quarter NYC Central Labor Council Executive Board meeting; she and Secretary-Treasurer Robin Blair-Batte attended the DHS-HRA Labor-Management meeting to discuss the upcoming functional transfer.

6/6—Attended a community event hosted by NYC Council Speaker Adrienne Adams.

6/10—Participated in the CWA National Executive Board meeting where discussions are ongoing for the CWA National Convention in August.

6/11—Chaired the weekly communications and staff meetings and an emergency 1180 Executive Board meeting.

6/12—Attended the CUNY School of Labor and Urban Studies Advisory Board meeting. She accepted the position and was officially sworn in as Chairperson for the CUNY School of Labor and Urban Studies Advisory Board.

6/16—Participated in H+H leadership call.

6/18—Participated in a meeting with Capital RX regarding regulatory request information; attended an event at City Hall where the mayor was commemorating the working leadership of Harry Nespoli; participated in a meeting with Emblem Health to discuss contract negotiations.

6/20—Attended the NAACP Annual Gala. Labor activists were honored.

6/23—Participated in the MLC Executive Board meeting where elections were held to elect a new chairperson to replace Harry Nespoli. A new chairperson was not confirmed at this meeting.

6/25—Attended the CWA National Presidents and Delegates meeting

6/26—Participated in the DDC Safety & Health Committee Meeting; participated in Eleanor's Legacy Q2 board meeting; chaired the 1180 Executive Board meeting.

President Middleton distributed and discussed the Polity Research Group NYC 2026 Budget and Financial Plan; discussed updates on the National Convention in August in Pittsburgh, PA; reported that Medicare Advantage will not be pursued any longer. The mayor will look for other cost-saving methods for retirees; reported that the chair of the NYC Central Labor Council, Vincent Alvarez, has retired. Brendan Griffith has been appointed as the Interim Chair until an election is held; distributed and discussed the The Advance Group report for June 2025, the Mirkin & Gordon status reports as of June 1, 2025, and the Tricomm Creative monthly report for June 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 on:

- The CWA National Minority Caucus 55th Annual Conference from Friday, Aug. 8-10, 2025.
- Elections: CWA 1180 has not formally endorsed a NYC mayoral candidate. He will schedule a candidate screening Meet & Greet with Zohran Mamdani and will ask that Executive Board members, Staff Representatives, and Borough Committee Chairs attend in person. General membership will be invited to attend virtually.
- Coordinated candidate screenings for May 29 and June 2

- Attended the CWA National Presidents and Delegates meeting on June 25.

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

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

### SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman is excused from this meeting.

### SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for May 2025. The T.D. checking account has a balance of \$878,016.07 as of C.O.B. June 25, 2025.

She reported that we currently have 98.8% of memberships cards on file.

Blair-Batte reported the following member activity for May 2025

New Member Enrollments . . . . .	14
Actives Deceased . . . . .	3
New Retirements . . . . .	22
Retirees Deceased . . . . .	17
Total Active Members . . . . .	8,494
Total Retired Members . . . . .	6,915

She attended an HRA meeting to discuss the merging of two units, DSS (Homeless Prevention Unit and DHS (Housing Unit).

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 attended committee meetings, trainings, rallies, and events, and facilitated the Manhattan BCCC; and participated in Trustees meetings, CLC Delegates meeting, General Membership meeting, candidate screenings, 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) Conference, Labor Council for Latin American Advancement (LCLAA), Coalition of Black Trade Unions (CBTU), 1180 standing Committees and borough committees, candidate screenings for New York City Council, NAACP Freedom Fundraiser & Award Ceremony, and CWA 1180 phone banking.

Next meeting is scheduled for July 24, 2025.

Motion was duly made by Debra Paylor, seconded by Robin Blair-Batte, and carried to adjourn at 8:37 p.m. All in favor.

Respectfully submitted,  
Debra Paylor, Recording Secretary

## July 24, 2025

Meeting called to order at 6:11 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

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

### Excused

Amica Benjamin, Debra Busacco, Shakima Ivory

### PRESIDENT'S REPORT

Minutes of the June 26, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte and seconded by George Johnson to approve. All in favor. Minutes approved.

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

7/2—Chaired the weekly communications and staff meetings.

7/7—Attended the homegoing celebration for former 1180 employee Sonja Fulcher. Sonja made her transition on June 20, 2025. She worked at 1180 for 26+ years.

7/9—Chaired the weekly communications and staff meetings.

7/10—Participated in the NYC Central Labor Council Political Directors meeting.

7/11—Participated in CWA Local 1180's Meet & Greet with Democratic Mayoral Candidate Zohran Mamdani.

7/12—Participated in the Trevor Project Rally to save the 988 suicide prevention hotline.

7/16-18—Attended AFL-CIO COPE fundraiser with First VP Gerald Brown.

7/21—Chaired the Q2 CWA Local 1180 Board of Trustees meeting.

7/22—Attended the Health Care Contract Negotiations meeting.

7/23—Participated in the CWA Local 1180 Bargaining Session—Patient Safety Specialist I & II; chaired the weekly communications and staff meetings.

7/24—Chaired the Local 1180 Executive Board meeting.

President Middleton discussed updates regarding the National Convention from Aug. 11-12 in Pittsburgh, PA.

# EXECUTIVE BOARD MEETING MINUTES

She reported that Brendan Griffith was elected by acclamation on July 17, 2025, to succeed Vincent Alvarez as President of the New York City Central Labor Council. She stated that she is looking forward to working with Brendan as he knows what it means to fight for working people and stand shoulder to shoulder with union members from every trade and sector.

President Middleton reported that the MLC continues to meet regarding the contract with United Health Care and Emblem Health for the negotiated acquisition for the active members.

She distributed and discussed The Advance Group report for July 2025, the Mirkin & Gordon status reports as of July 1, 2025, and the Tricomm Creative monthly report for July 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 on:

- Elections: The Meet and Greet with NYC Mayoral Candidate Zohran Mamdani was on July 11, 2025. Executive Board, Borough Committee chairs, Staff Reps, and 1180 members attended. A motion was made to endorse Zohran Mamdani for NYC mayor and was duly seconded. All in favor. Motion unanimously carried.

Robin Blair-Batte motioned to endorse Mark Levine for NYC Comptroller in the general election. Motion was seconded by Helen S. Jarrett. All in favor. Motion unanimously carried.

Robin Blair-Batte motioned to endorse Jumaane Williams for NYC Public Advocate in the general election. Motion was seconded by George Johnson. All in favor. Motion unanimously carried.

- CWA National Minority Caucus 55th Annual Conference will be Aug. 8-10, 2025, in Pittsburgh, PA.

- CWA Local 1180's 60th Anniversary Celebration will be held on Sept. 26, 2025, at Tribeca 360. We will be honoring CWA District 1 Vice President Dennis Trainor; NYC Council Speaker Adrienne Adams, and DC 37 Executive Director Henry Garrido. Information will be on the website.

- Facilitated Civil Service webinar on June 23 and the Legislative webinar on June 30.

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

Motion was made by Robin Blair-Batte to accept First Vice President Gerald Brown's report and seconded by Debra Paylor. All in favor, Motion carried.

## SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported:

- Staff Representative territories have been completed and will be updated on the website.
- Salaries and Additions-to-Gross charts are being revised and will be updated on the website.
- Assistant Directors at H+H are entitled to the Experience Differential as per MOA effective June 1, 2022, based on their time in title on that date. The payout date has not been provided.
- H+H to provide a list of all Assistant Directors, including retirees, who are entitled to Annuity Payments.

Foreman discussed the Staff Rep report for June 2025:

Agency Walk-Throughs . . . . .	3
Command Disciplines (CD) . . . . .	2
Conference Calls . . . . .	9
Counseling/Warning Sessions . . . . .	7
EEO Investigations/Interviews . . . . .	7
Emails . . . . .	925
Health & Safety Meeting . . . . .	1
Hearing Preparations . . . . .	7
Hearings . . . . .	4
Investigative Hearings/Meetings . . . . .	6
Labor Management Meeting . . . . .	2

Off-Site Member Meeting . . . . .	1
Phone Calls . . . . .	348
Shop Stewards Meeting . . . . .	2
Shop Stewards Mentorship . . . . .	1
Site Meetings . . . . .	10
SNEO H+H New Member Orientation . . . . .	1
Supervisory Conference . . . . .	2

## Site Meetings

Dept. of Construction & Design (6/5/25)  
30-30 Thomson Ave., New York, NY

H+H Bellevue Hospital (V) (6/12/25)  
462 1st Ave., New York, NY

H+H Central Office (6/30/25)  
100 N. Portland Ave., Brooklyn, NY

H+H Gouverneur Hospital (6/9/25)  
227 Madison Ave., New York, NY

H+H Harlem Hospital (6/16/25)  
506 Lenox Ave., New York, NY

HRA — Office of Policy Procedures & Training (6/26/25)  
150 Greenwich St., New York, NY

HRA — Office of Quality Assurance Integrity (6/30/25)  
150 Greenwich St., New York, NY

Office of Technology & Innovation (6/26/25)  
59 Maiden Lane, New York, NY

Parks Dept. (6/6/25)  
1 Randall's Island, New York, NY

Small Business Services (6/24/25)  
1 Liberty Plaza, New York, NY

Motion was made by Rosie Roman to accept Second Vice President Teesha Foreman's report. Seconded by Dennis Vargas. All in favor, Motion carried.

## SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the Local 1180 Transaction Detail and Income and Expenditures Reports for June 2025. The T.D. checking account has a balance of \$952,888.67 as of C.O.B. July 23, 2025.

Blair-Batte reported that we have 98.8% of memberships cards on file.

She also reported the following member activity for June 2025:

New Member Enrollments . . . . .	3
Actives Deceased . . . . .	0
New Retirements . . . . .	28
Retirees Deceased . . . . .	14
Total Active Members . . . . .	8,479
Total Retired Members . . . . .	6,898

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

## RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended committee meetings, trainings, rallies, and events; she participated in Trustees meetings, CLC Delegates meeting, and Minority Caucus Executive Board meetings.

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

## MEMBERS-AT-LARGE REPORTS

Members-at-Large attended the following since the last Executive Board meeting: Labor Management, NYC Central Labor Council Delegates and Election Committee, 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), standing committees and borough committees, candidate screening for NYC mayor, Trevor Project Rally, Metro Tech Rally for the National Treasury Employees Union (NTEU), 1180's legislative webinar, and AFL-CIO phone banking.

Next meeting is scheduled for Aug. 28, 2025.

Motion was duly made by Debra Paylor, seconded by Helen S. Jarrett, and carried to adjourn at 7:58 p.m. All in favor.

Respectfully submitted,  
Debra Paylor, Recording Secretary

# MEMBERS IN ACTION

**Supporting Elected Officials** Local 1180 was in the house for NYC Council Majority Whip Selena Brooks-Powers 5th Annual Golf Classic on Sept. 25 at Dyker Beach Golf Course in Brooklyn. Representing the local were **Ava George (Shop Steward, DEP)**, **Ava Green-Harris (Shop Steward, DEP)**, **Linnea Biggs (PAA, HPD)**, and **Local 1180 Membership Coordinator Deborah Valentin**. The four had a chance to also speak with NYS Senator John Liu.



# IN MEMORIAM

## August 8, 2025

Meeting called to order at 7 p.m. by President Gloria Middleton. Meeting held during CWA National Convention in Pittsburgh, PA.

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

Minutes of the July 24, 2025, Executive Board meeting were presented. Motion was duly made by Robin Blair-Batte to approve minutes. All in favor.

President Middleton discussed the resolutions that will be presented and voted on at the convention:

1. Unbreakable Ceiling
2. Unionize our Fellow Telecommunications Workers
3. Generational Fight for our Freedoms
4. Restoring Federal Funding for the Corporation for Public Broadcasting and Local Public Media
5. Protecting Public Services
6. Trans Rights are Human Rights
7. Fighting the Trump Administration anti-Union Project 2025 Playbook
8. International Solidarity
9. Israeli and Gaza War
10. Embargo of Weapons

President Middleton talked about topics that will be discussed during the new delegates meeting at the convention: Appeals, Voting Process, Roberts Rule of Order, Parliamentarian, Roll Call, Constitution, By-Laws.

She reminded the entire Executive Board about the importance of our roles at the Convention. We are elected as an Executive Board member and Delegate to the CWA National Convention. It is a duty that we were sworn into to represent members and take care of the business on behalf of Local 1180.

All Officers and Members-At-Large reports are tabled until the next scheduled meeting on Sept. 25, 2025.

A motion was duly made by Debra Paylor and seconded by Helen S. Jarrett to adjourn the meeting. All in favor. Meeting adjourned at 8:05 p.m.

Next meeting is scheduled for Sept. 25, 2025.

Respectfully submitted,  
Debra Paylor, Recording Secretary

NAME	AGENCY/FACILITY	DECEASED
Doreen Alexander	DSS	7/22/2025
Dorothy Alleyne	Harlem Hospital Center	7/13/2025
Aleem Azhar	South Brooklyn	8/21/2025
Reedy Bethea	DOITT	6/9/2025
Mary Cahalin	Department of Education	6/28/2025
Annie Canteen	DSS	8/18/2025
Arline Chapman	DSS	7/15/2025
Doran Coard	DOHMH	8/10/2025
Sharon Cook	Dept. of Social Services	6/15/2025
Rose Creighton	Finance Administration	7/27/2025
Elizabeth Dangelo	Department of Education	6/5/2025
Edward De Almeida	Finance Administration	6/28/2025
James Fisher	Cultural Affairs	7/9/2025
Sharron Gates	Dept. of Social Services	7/23/2025
Marilyn Ginsberg	DCAS	8/15/2025
Sondra Glotzer	Department Of Education	6/21/2025
Louise Harris	NYC Housing Authority	9/3/2025
Iris Jackson	Dept. of Social Services	7/10/2025
Edith Lane	DCAS	6/5/2025
Violette Mc Kay	Dept. of Social Services	8/5/2025
Beverly Miller	Dept. of Social Services	8/30/2025
Ernestine Morris	Jacobi Medical Center	7/12/2025
James Murray	Parks & Recreation	6/28/2025
Lynette Nixon	DOT	6/5/2025
Patricia Odem	Police Department	7/19/2025
Phyllis Orr	DOHMH	6/4/2025
Anne Piccolo	Department of Education	8/27/2025
Phyllis Pustilnik	Brooklyn District Attorney	7/18/2025
Anthony Romain	DOHMH	6/22/2025
Desiree Royer	Dept. of Social Services	8/13/2025
Eunice Scott	NYC Housing Authority	8/12/2025
Rita Suval	Department of Education	8/17/2025
David Weiss	Department of Education	6/25/2025
Marion Whittaker	Dept. of Social Services	6/22/2025
Carol Williams	Dept. of Social Services	6/6/2025
Corene Wood	School Construction Authority	8/29/2025





**Communications Workers of America  
Local 1180**

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# BACK 2 SCHOOL DRIVE



**Starting the Year Off Fully Stocked** When New York City children returned to school in September, they were more prepared to embark on new curriculum thanks to a massive supply collection spearheaded by the Local 1180 Hispanic Committee. The joy and enthusiasm that comes with the start of a new school year isn't the same for those underprivileged children whose families struggle to pay for new backpacks, notebooks, pens, crayons and the other items needed to start the year off on a positive note. Through the incredible accomplishments of the Hispanic Committee and its annual back-to-school drive — and the contributions of members, supporter, friends, and community — almost 675 new school supplies were collected and donated. "This outpouring of kindness enables us to assist numerous families in need, ensuring that their children have the necessary supplies and resources to kick off the school year fully prepared and confident," said Committee member Carol Griffith. "Each year, our committee strives to make a meaningful difference in the lives of those less fortunate. We understand that being equipped for school is not just about having the right materials; it is about fostering a sense of belonging and readiness in our children, allowing them to face new challenges with optimism and hope. Each donation, big or small, embodies the spirit of community support and highlights our collective commitment to nurturing the future of our youth."

## DONATIONS



- 44 Boxes of Pens
- 46 Boxes of Pencils
- 47 Marker Packs
- 72 Boxes of Crayons
- 46 Boxes of Colored Pencils
- 20 Highlighters



- 30 School Glues
- 40 Glue Stick Packs
- 34 Scotch Tape Rolls



- 40 Folders
- 36 Marble Notebooks
- 41 1-Subject Notebooks
- 24 3-Subject Notebooks
- 3 Notebook Binders



- 10 Rulers
- 15 Pencil Sharpeners
- 45 Erasers
- 4 Pairs of Scissors



- 33 Book Bags
- 12 Boxes of Tissues
- 10 Loaded Supply Bags
- 10 Disinfecting Wipes
- 4 Mugs

