

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

COMMUNIQUE

celebrating

60

years

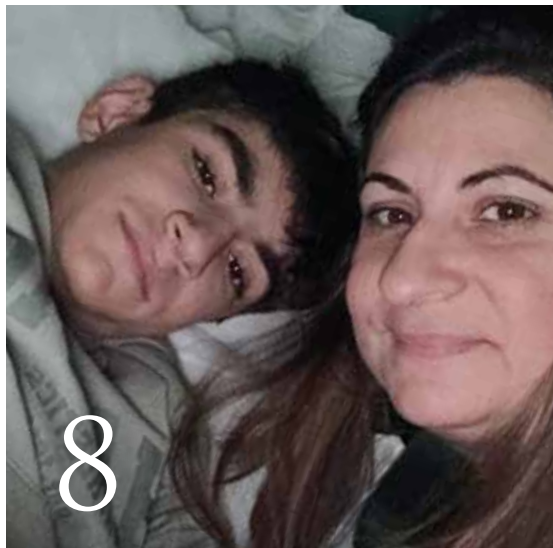


Local 1180 Celebrates 60 Years of
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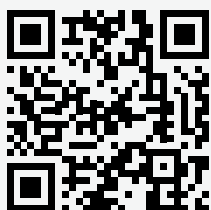
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Turning a Milestone Celebration into Opportunity: Union Awards 5 Scholarships

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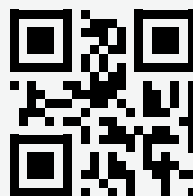
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CWA LOCAL 1180

celebrating *Sixty* years



CWA Local 1180 celebrated a major milestone when it marked its 60th anniversary with six decades of representing public service workers, protecting civil service titles, and standing up for fairness on the job.

Founded in 1965, Local 1180 emerged at a pivotal moment when public employees were organizing to demand respect, job security, and a collective voice in their workplaces. From the beginning, the union's mission was clear: advocate for members, defend their rights, and improve working conditions across New York City government. Sixty years later, that mission remains as vital as ever.

Throughout its history, Local 1180 has grown and evolved alongside its membership. The union has fought tirelessly through contract negotiations, grievance enforcement, legal challenges, and legislative advocacy to protect competitive civil service, secure fair wages and benefits, and uphold due process. Along the way, Local 1180 became known for its strong voice representing members in the non-profit private sector as well, having unionized almost two dozen groups. Many of the rights and protections members rely on today are the direct result of decades of collective action and unwavering solidarity.

"The rights and protections members rely on today are the direct result of the hard work, persistence, and solidarity of those who came before us," said **Local 1180 President Gloria Middleton**. "Celebrating such a significant milestone together with our members, friends, supporters, and co-workers honors that legacy and reminds us of the power we have when we stand united."

Beyond contracts and court victories, the story of Local 1180 is a story about people. It is about generations of dedicated public servants who keep City agencies running day in and day out, often behind the scenes. It is about Shop Stewards, officers, and activists who stepped forward to support their coworkers, educate members, and strengthen the union for future generations.

Local 1180 First Vice President Gerald Brown was the evening's Master of Ceremonies, ensuring the celebration stayed on track and on time. In addition, Brown was honored by the union for his more than two decades of dedicated service. President Middleton presented him with





View full gallery



a plaque that read: "In recognition and appreciation for more than two decades of dedicated service to CWA Local 1180. As First Vice President, Political Director, and a steadfast member of the Executive Board, you have championed our members, strengthened our education and benefits programs, and graced countless events as 1180's dignified Emcee. We proudly recognized your extraordinary contributions and unwavering commitment on this occasion."

The three honorees for the night were The Hon. Adrienne E. Adams Speaker New York City Council; Dennis Trainor, CWA District 1 Vice President; and Henry Garrido, Executive Director of District Council 37 — all of whom received the Local 1180 Distinguished Career Achievement Award. New York State Attorney General Letitia James, a long-time friend of Local 1180, presented Adams with her award.

As Local 1180 celebrates 60 years of service, the union also looks ahead. While challenges facing public sector workers continue to change, the union's commitment to advocacy, organizing, and member engagement remains steadfast. With an active membership and a strong foundation built over six decades, Local 1180 is prepared to meet the future head-on.

This anniversary was a moment to reflect with pride, honor those who paved the way, and recommit to the values of solidarity, service, and strength that define Local 1180.

In order to mark the occasion with as many members as possible, Local 1180 continued the celebration with members who attended the October General Membership Meeting, presenting them each with a souvenir paperweight.



“

“Leading Local 1180 at this 60-year milestone fills me with deep pride and gratitude. I think about the generations of members who came before us — the sacrifices they made, the fights they took on, and the solidarity they built so we could stand stronger today. Serving our members is more than a role; it’s a responsibility to honor that legacy every single day and to make sure this union remains a place of protection, strength, and hope for those who will follow.”

— **Gloria Middleton**
President

“Representing our members during this historic anniversary reminds me why I’ve dedicated so many years to this union. Local 1180 is about showing up for our members and for the future of public service. Being part of that journey, especially at 60 years strong, is truly meaningful.”

— **Gerald Brown**
First Vice President

“Celebrating 60 years of Local 1180 is powerful because it’s about more than just time—it’s about people, perseverance, and purpose. Serving our members right now reminds me why this work matters: showing up for each other, lifting one another higher, and making sure every member knows they’re seen, valued, and supported. Being part of this union’s journey is something I’m truly proud of.”

— **Teesha Foreman**
Second Vice President

“Sixty years of Local 1180 represents generations of trust, accountability, and commitment to our members. As Secretary-Treasurer, I am proud to help safeguard the union’s resources so we can continue fighting for fair treatment, strong contracts, and meaningful benefits well into the future.”

— **Robin Blair-Batte**
Secretary-Treasurer

“Being part of Local 1180 at this milestone moment is incredibly special. Our history tells a story of perseverance, progress, and unity. Serving our members means preserving that history while ensuring their voices continue to be heard today and for generations to come.”

— **Debra Paylor**
Recording Secretary

”



GLORIA MIDDLETON

A Year of Progress, Power, and Possibility

As we close out 2025, I am proud of the way CWA Local 1180 continued to stand strong for our members and for working people everywhere. This was a year that tested organized labor on many fronts — in our workplaces, in our city, and across the country — but it was also a year that proved what solidarity can accomplish.

Every day, our union was on the front lines enforcing contracts, defending titles, and protecting members from unfair treatment. Through grievances, arbitrations, and direct advocacy, we pushed back against management when we needed to and made sure our members' rights were respected.

We upped our outreach to members so they know what is and what is not acceptable treatment by management, when to contact their

None of what we accomplished in 2025 would have been possible without you, our members. Your involvement, your resilience, and your belief in the power of collective action are what make this union strong.

Shop Steward or Staff Rep if something seems wrong or unfair, and we proved through many arbitrations and grievances that Local 1180 is here to defend and protect the 9,000 members we represent in both the public and private sectors.

That work may not always be visible, but it is the foundation of a strong union — and it never stops.

A major priority this year was continuing the fight for pay equity. Far too many public service workers — especially women and people of color — remain underpaid for the essential work they perform. We pressed the City to address inequities in titles and compensation, demanded

transparency where disparities exist, and advocated for salary structures that reflect the true value of our members' contributions. Equal work deserves equal pay. That principle is non-negotiable, and we will continue pushing until fairness is achieved across the board.

We also strengthened our internal foundation. By investing in steward training and leadership development, we ensured that our first line of defense is informed, prepared, and confident in protecting members on the job. But building power goes beyond representation — it requires participation.

This year, more members stepped forward to get involved. Many joined one of our dozen active committees, helping to shape conversations around legislative issues, civil rights, health and safety, women's initiatives, retirees, and more. Others attended Borough Community Coordinating Committee meetings, connecting with fellow members across agencies and discussing the issues impacting their workplaces and communities. Members showed up at parades, rallies, and solidarity actions, proudly representing Local 1180 and demonstrating that our union is visible, engaged, and united.

Political action also played an important role. Our members mobilized, volunteered, educated co-workers, and participated in endorsement efforts because they understand that decisions made at City Hall, in Albany, and in Washington directly affect our contracts, our pay, and our working conditions. Change does not happen by accident — it happens when working people organize and demand it.

Nationally, the climate for working people has required vigilance. The current presidential administration has advanced policies and rhetoric that threaten labor protections and attempt to divide working communities. We have stood shoulder to shoulder with unions and allies across the country to resist efforts that weaken collective bargaining and erode worker rights.

We have also spoken out strongly against attempts to target and deport undocumented immigrants in ways that tear families apart and create fear in our neighborhoods. New York City and this nation were built by immigrants. Working people, regardless of status, deserve

dignity, safety, and opportunity. We believe our city and our country are strongest when we open our arms, not close our doors. Labor's fight has always been about justice for all workers, and we will not remain silent when any community is singled out or scapegoated.

Here at home, we also saw signs of progress and possibility. The election of Zohran Mamdani as New York City's first DSA mayor reflected a growing demand for leadership that prioritizes affordability, equity, and strong public services. Local 1180 was proud to stand with labor and community partners in support of a vision that centers working people and the public good.

None of what we accomplished in 2025 would have been possible without you, our members. Whether you filed a grievance, attended a meeting, joined a committee, walked in a rally, volunteered for a campaign, or simply stood firm on the job, you contributed to our collective success. Your involvement, your resilience, and your belief in the power of collective action are what make this union strong.

As we prepare for 2026, our direction is clear. We will continue fighting for pay equity, strong contracts, and the protection of civil service titles. We will remain vigilant in enforcing our agreements, active in legislative advocacy, and committed to building coalitions across the labor movement. Just as importantly, we will continue encouraging member involvement at every level because a union's true strength lies in its members.

The challenges ahead are real but so is labor's strength and determination to make a better life for all working people. Together, we will continue to defend our rights, expand opportunity, welcome all who call this city home, and build a stronger labor movement for generations to come.

A Mother's A Son's Strength

FIG

Local 1180 Member Searches for Kidney Donor to Save Her Son

Margaret Manolis (Administrative Coordinator — New York City School Construction Authority) remembers the day she gave birth to her first son, Elias. Unlike most new parents who only pray for a healthy baby, Manolis already knew that her delivery would mark the beginning of a lifelong medical journey — one that would start before her son ever took his first breath.

During her seventh month of pregnancy, doctors discovered that Elias' kidneys were dangerously enlarged. He was diagnosed in utero with a rare condition known as a UVJ obstruction (Ureterovesical Junction Obstruction), which prevented urine from draining properly and caused it to back up into both kidneys. The resulting condition, hydronephrosis, meant that from the very beginning, Elias' kidneys were under severe strain.

"It was a lot to take in," Manolis said. "Being a first-time mom is hard enough. Being a first-time mom to a child with serious medical issues is a whole other ball game."

When Elias was born on Nov. 7, 2012, he was immediately rushed for testing and on his very first day of life, underwent surgery.

"That was horrible," Margaret recalled. "No parent is prepared for that."

Having just turned 13 in December, Elias has spent his entire life managing Chronic Kidney Disease (CKD), a progressive condition in which the kidneys gradually lose their ability to filter waste and excess fluid from the blood. Over time, CKD can lead to dangerous toxin buildup and serious complications, including kidney failure.

Since birth, Elias has endured 13 surgeries in just 13 years, including reconstructive procedures, nephrostomy tubes, catheters,

and other interventions designed to preserve kidney function as long as possible.

"Despite all of our efforts with surgeries and medications, his kidneys are still not able to function the way they need to," Manolis said. "As he's growing and hitting puberty, everything in his body is working faster, and his kidneys just can't keep up."

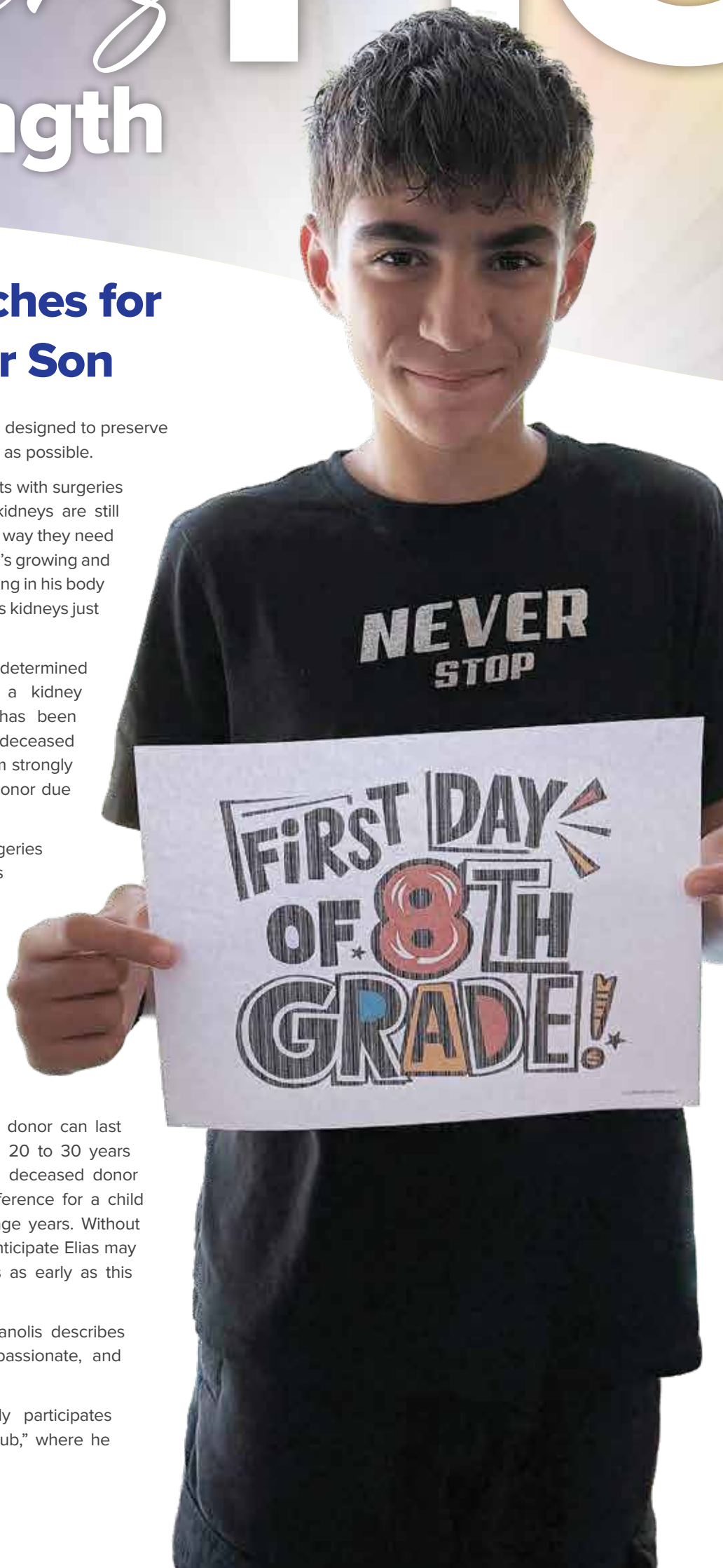
Doctors have now determined that Elias will need a kidney transplant. While he has been placed on the list for a deceased donor, his medical team strongly recommends a living donor due to his young age.

"I've had multiple surgeries to keep my kidneys from getting worse, but now I need a kidney transplant," Elias said. "I'm still young, and a living kidney donor would change my entire life and help me be healthier."

A kidney from a living donor can last twice as long — often 20 to 30 years — as a kidney from a deceased donor making it a critical difference for a child just entering his teenage years. Without a transplant, doctors anticipate Elias may need to begin dialysis as early as this spring.

Despite everything, Manolis describes Elias as a kind, compassionate, and determined kid.

At school, he proudly participates in the "Be a Buddy Club," where he





Story by Marci Rosenblum, Communications Director

Organ & Living Kidney Donation

Fast Facts

- One organ donor can save up to eight lives, and tissue donation can improve the lives of dozens more by restoring sight, mobility, and overall health.
- More than 100,000 people nationwide are currently waiting for an organ transplant.
- Because only a small number of deaths allow for deceased organ donation, living donors are critical, especially for kidney transplants.
- Living-donor kidney transplants last twice as long on average as kidneys from deceased donors — often 20–30 years.
- Healthy adults age 18 and older may be eligible to donate a kidney.
- There is no cost to the donor. All testing, surgery, hospital stays, and follow-up care are covered by the recipient's insurance.
- Most kidney donations are minimally invasive, and donors typically return to normal activities within a few weeks.
- People can live long, healthy lives with just one kidney.
- Many potential donors never register due to common misconceptions — including fear of surgery, concerns about cost, lack of information, or uncertainty about eligibility.
- For recipients, a kidney transplant can mean freedom from dialysis, better long-term health, and a dramatically improved quality of life.
- Organ and living kidney donation is voluntary, confidential, and carefully evaluated by medical professionals to protect donor health and safety.

helps support classmates with autism. At home, he enjoys riding his bike, swimming, and playing video games with his younger brother, Konstantinos, now 8. While some activities — like karate and competitive sports — have had to be scaled back, his family works hard to let Elias enjoy being a kid whenever possible.

“We try not to limit him too much,” Manolis said. “He’s already limited in so many ways — medications, daily catheterization, doctor visits every two weeks, and a strict plant-based diet. We want him to still have joy.”

That diet, recommended to help slow kidney deterioration, has required the entire family to make adjustments — no red meat, limited protein, and carefully planned meals. “It’s a work in progress,” Margaret admitted. “It’s not easy, especially for a growing teenager.”

Both Manolis and her husband were tested but are not eligible donors. Konstantinos is too young to donate, and extended family members are also unable to help. As a result, the family has turned outward, reaching out through community networks, faith organizations, social media, and now, the union family of CWA Local 1180.

“We’re just hoping for one person,” Margaret said. “We only need one.”

Living kidney donation is often misunderstood, but Manolis hopes more people will learn that donors can live full, healthy lives with just one kidney. Most procedures are minimally invasive, recovery times are typically only a few weeks, and all medical costs — including surgery, follow-up care, and related expenses — are covered by the recipient's insurance. Donors also receive their own independent medical and mental health care team throughout the process.

“There are so many success stories of strangers donating a kidney to help someone live a long, productive life without dialysis,” Margaret said. “It’s a beautiful thing. I wish I could do it myself.”

As Elias continues to attend school, manage treatments, and live day by day, his family remains hopeful that someone will step forward — not just to save a life, but to give a young boy the chance to grow up healthier, stronger, and with a future not defined by illness.



Donor Interest

Elias is transitioning to a new transplant team to expand his donor search nationwide. If you'd like to learn more about becoming a living donor or wish to be screened as a potential match for Elias, please scan the code and complete the form.

Questions? Email
kidney4elias@gmail.com

CIVIL RIGHTS & EQUITY / COMMUNITY SERVICE COMMITTEE

EXCURSION

TO THE

Past

A moving journey through the places and stories that shaped the Civil Rights Movement.

The CWA Local 1180 Civil Rights and Equity Committee's "Excursion to the Past" was far more than a trip — it was a powerful, humbling, and life-changing journey that encouraged deep reflection on our shared history and how it continues to shape our culture today.

"This excursion was about learning, remembering, and honoring the sacrifices that paved the way for the rights we have today," said **Hazel O. Worley, Chair of the Civil Rights and Equity Committee**. "It was important for us to experience this history together, not just read about it."

Committee members, along with members' family and friends, traveled to Atlanta, Georgia, visiting the Dr. Martin Luther King Jr. Center, Dr. King's Birth Home, Ebenezer Baptist Church, the Madam C.J. Walker Museum,

and WEIRD, Atlanta's first African American-owned radio station. Each stop provided meaningful insight into the lives, voices, and institutions that helped shape the Civil Rights Movement and celebrate Black excellence.

At the King Center, participants gathered at the Eternal Flame, symbolizing the ongoing struggle to fulfill Dr. King's vision of the "Beloved Community"—a world rooted in justice, peace, and equality for all. Visitors explored Freedom Hall, with exhibits honoring Dr. and Mrs. King, Mahatma Gandhi, and Rosa Parks, and spent time in the Peace and Meditation Garden, surrounded by vibrant flora, including the Coretta Scott King Rose.

"Standing in these spaces reminded us that the work of justice and equity did not end with the Civil Rights Movement, it continues today," Worley said. "It





gave everyone time to reflect, meditate, and truly connect with the legacy of those who came before us.”

The journey continued to Selma, Alabama, where the group walked across the Edmund Pettus Bridge, a solemn reminder of “Bloody Sunday” on March 7, 1965, when peaceful demonstrators were brutally attacked while marching for voting rights. Standing on the bridge brought history into sharp focus and honored the courage of those who risked—and lost—their lives for equality.

In Montgomery, Alabama, members visited the Legacy Museum, the National Memorial for Peace and Justice, and the Freedom Monument Sculpture Park. This portion of the trip was deeply moving and eye-opening, presenting an unflinching account of the Black experience in America—from enslavement to mass incarceration. The memorial, which honors more than 500 documented victims and more than 30 massacres during Reconstruction, left a lasting emotional impact.

“This was one of the most powerful parts of the excursion,” Worley said. “It was painful, but necessary. These stories must be told so future generations understand both the struggle and the resilience of Black America.”

Throughout the excursion, participants gained a deeper understanding of America’s history by engaging with museums that tell a broader and more honest story that acknowledges both struggle and triumph. The experience

also highlighted the continued relevance of social and political movements such as Reconstruction, the Civil Rights Movement, and Black Lives Matter.

“The museums help preserve our history, promote our culture, and remind us that we have a role to play in shaping a more just future,” Worley said. “They empower us to see ourselves as agents of change.”

The group also shared a memorable dinner at the historic Odessa Blessings Home, a longtime gathering place for Civil Rights leaders. The warm, welcoming atmosphere, combined with traditional Southern, home-cooked food and remarkable artifacts, provided a moment of fellowship and reflection.

The Excursion to the Past was an unforgettable and meaningful experience for committee members, participants, and their families, one that will remain etched in their hearts and minds.

“As a committee, our goal was to educate, inspire, and bring people together,” Worley said. “This excursion did exactly that and its impact will stay with us long after the trip ended.”

Worley said the trip would not have been possible without the phenomenal bus driver from Coast-To-Coast Tours in Atlanta.





Story by Jey Born

NDWA Workers Fight Back—and WIN

The nonprofit sector has been especially unstable in 2025, with more than 14,000 501(c)(3) employers reporting they were at risk of running out of funds. While many nonprofit workers have no protections at all, Local 1180 represents more than 1,000 nonprofit employees and continues to fight for fair treatment, transparency, and dignity on the job, giving these workers the protections the vast majority of nonprofit workers don't have.

Despite having the strength of CWA behind them, many Local 1180 private sector shops still faced devastating layoffs in 2025. During the summer alone, more than 200 members were laid off at The Trevor Project, with additional losses across the nonprofit sector.

Most recently, workers at the National Domestic Workers Alliance (NDWA) were told that 28 union positions, nearly one-third of the bargaining unit, would be eliminated due to financial pressures.

Instead of accepting those cuts, these Local 1180 NDWA workers organized—and won.

At NDWA, contract negotiations intensified in September when management announced layoffs set to take effect Nov. 30. The restructuring targeted frontline staff, the very workers who meet directly with domestic workers, provide education about labor rights, and support immigrant communities facing ICE threats. Entire chapters across the country were slated to close.

“This organization intends to lay off organizers who have been domestic workers’ main points of contact for a decade,” said **Summer Kim, an impacted staff member and bargaining committee member**. “At the same time, NDWA insulated highly paid leadership. A labor rights organization should practice the values it publicly defends, starting with how it treats its own staff.”

Workers were outraged when management announced plans to hire three new executives at a combined cost of \$600,000 annually, or \$1.8 million over the life of the contract while simultaneously laying off the hardworking staff that keeps the organization functioning.

NDWA members responded with a sustained, two-month mobilization that culminated in a strike authorization vote. Participation was overwhelming: 96 of 101 workers voted, with more than 93% authorizing a strike. Just hours before the strike deadline, workers escalated again, making clear they were prepared to withhold their labor.

Management finally moved and the resulting tentative agreement delivered major wins:

- Nine jobs were saved, preserving critical positions in New York City, Baltimore, and Texas
- Historic contract language was secured to prevent similar layoffs for the life of the agreement
- The bargaining unit was protected with a 60-40 union to non-union staffing ratio
- A tentative second contract was reached, strengthening long-term job security

Earlier in the year, NDWA workers also had successfully organized to address abusive management behavior. Through petitions, town halls, and collective action, members forced real accountability that resulted in the resignation of a manager who had repeatedly demeaned staff.

The NDWA campaign sent a powerful message across the nonprofit sector that workers do not have to bear the brunt of funding cuts alone. When members organize, stand together, and refuse to back down, they can protect jobs, uphold their values, and win real change.



LOCAL 1180 HISPANIC COMMITTEE CELEBRATES

Hispanic Heritage Month

Collective Heritage –
Honoring the Past,
Inspiring the Future

CWA Local 1180 proudly marked Hispanic Heritage Month on Oct. 4, with a vibrant and meaningful celebration centered on this year’s theme, “Collective Heritage: Honoring the Past, Inspiring the Future.” Nearly 200 members, along with their families and friends, came together for an afternoon that honored the rich cultural legacy of the Hispanic community and its enduring contributions to the labor movement.

The celebration welcomed special guest and honoree Frank Arce, CWA District 9 Vice President, who traveled from California for the event. His presence underscored the spirit of unity and shared purpose that defined the day.

The program opened on a powerful note with a moving performance of the Puerto Rican National Anthem by **Luis Benitez, Esq., District 1 Counsel and Staff Representative**, setting the tone for an afternoon filled with pride, reflection, and cultural connection.

Throughout the event, attendees of all ages were engaged. Children enjoyed face painting, while young poets Sofia Tavarez and Alliance Vargas delivered heartfelt spoken-word pieces that spoke to identity, heritage, and belonging. Kallai K. Shell-Griffin followed with his inspiring address, “My Union, My Future,” highlighting the importance of solidarity, empowerment, activism, leadership, and mentoring within the union.

One of the afternoon’s most unforgettable moments came with the electrifying performance by Los Pleneros de la 21, the Grammy-nominated ensemble renowned for their Afro–Puerto Rican plena music and vibrant bomba dancing. Their high-energy performance brought many guests to their feet, turning the celebration into a shared expression of rhythm, joy, and cultural pride. Joining the dancers were Local 1180 leaders and members alike, perfectly capturing the union’s commitment to empowerment, celebration, and community.

Members shared how deeply the event resonated with them. Linnea Biggs of Housing Preservation & Development reflected on the experience, saying the celebration was “an enriching cultural experience that I truly needed,” noting how captivating it was to witness traditional Puerto Rican bomba dancing and to see so many Latin cultures celebrated together. Mayra Santiago of Coler Hospital echoed that sentiment, highlighting the honor of celebrating President Gloria Middleton, praising her dedication to labor rights and her role in uplifting the union’s diversity, culture, and unity.

The celebration concluded with a message that echoed throughout the room: honoring the past, inspiring the future, and strengthening communities through unity. Hispanic Heritage Month at Local 1180 served as a powerful reminder that through culture, connection, and collective action, our history endures — and together, we are always Stronger Together.



View full
gallery





No Kings in America Local 1180 members marched in the New York City Oct. 18 No Kings Rally while dozens of other similar rallies took place across the country. Thousands participated in marches and rallies in the five boroughs, with the primary event in Times Square. The protests, with the central theme of "America Has No Kings", are promoted as a national day of action against the Trump administration's perceived abuses of power and threats to democracy. The Local 1180 contingent was large and loud, with members from both the private and public sectors attending. At left, **Staff Reps Tomas Laster and Christopher Thomas**.



Honored by LCLAA On Oct. 24, The Latin Council for Latin American Advancement, (LCLAA) honored CWA Local 1180 President Gloria Middleton for her substantial contributions to the Labor movement. Secretary Treasurer Robin Blair-Batte, Recording Secretary Debra Paylor, and members of the Hispanic Committee were proud to be in attendance and help celebrate this well-deserved recognition of her leadership and dedication to working people. President Middleton's speech resonated deeply with the crowd as she emphasized the core values of solidarity and unity. She highlighted how, working together, we can overcome the challenges and obstacles that have arisen in recent years, and reminded everyone that we are stronger together and our strength and resilience will deliver our union family to victory.



SOMOS 2025 Four members of the Local 1180 Hispanic Committee represented the union at SOMOS 2025. **Hispanic Committee Chair Rosario Roman, Co-Chair Dennis Vargas, Secretary Millie Jorge** and member **Karen Smith** heard from and met with elected officials, labor leaders, advocates, and community organizations for a series of panel discussions, workshops, and networking opportunities focused on public policy, labor rights, health care, education, and issues impacting Hispanic and Latino communities. Many of the discussions and policy priorities addressed at SOMOS directly aligned with Local 1180's mission of protecting workers' rights, expanding equity, and strengthening public services.

The conference provided an important space to exchange ideas, strengthen relationships, and engage in meaningful dialogue around advocacy and coalition building.

The Hispanic Committee's participation ensured that Local 1180 had a strong voice at the table while gaining valuable insight to bring back to the membership and continue advancing equity and solidarity within the union.

Understanding Your Disability Leave Rights

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



A Guide to Section 72 for Public Sector Workers & the H+H Disability Process

This month's Legal Corner explains your rights if your Agency or NYC Health+Hospitals (H+H) questions whether you are medically able to perform your job.

City employees are covered by Civil Service Law Section 72. H+H employees follow a similar process under H+H Personnel Rules. While the procedures differ, your core rights are the same:

- You must receive written notice
- You must be told why there is a medical concern
- You have the right to respond and challenge the claim
- You are entitled to a hearing before an independent decision-maker
- You may return to work if found medically fit

This is not discipline. It is a fitness-for-duty process.

What Triggers the Process

An employer may begin this process if it believes you cannot safely or effectively perform your job due to a non-work-related medical condition. The decision must be based on specific facts or documented behavior, not assumptions or stigma.

There are two possible tracks used by both City agencies and H+H.

- The first is the Ordinary Process (No Emergency) used when there is concern, but no immediate danger. You must receive written notice explaining the issue and be scheduled for a medical exam arranged through DCAS if you are a City employee or by a PRB-appointed physician if you work for H+H. In either case, you remain working until a determination is made.
- The second track is Emergency Process used when the employer believes keeping you at work is unsafe or disruptive. You may be placed on immediate leave but may use accrued time. You still receive written notice, get a medical exam, and have the right to challenge the leave.

After the medical exam, you must receive the medical determination (fit or unfit), the proposed leave start date (if any), all documents relied upon, and instructions on how to object the decision.

Your Right to a Hearing

You have 10 working days to request a hearing. Once you object, you, Local 1180, and your doctor receive all medical records. In non-emergency cases, you cannot be placed on leave until a decision is issued.

The Hearing

Hearings for City employees are held at the Office of Administrative Trials and Hearings (OATH), while hearings for H+H employees are held through the Personnel Review Board (PRB). At either hearing, you have the right to union or legal representation, present witnesses and medical evidence, and submit your own doctor's report. Your employer must prove you cannot perform your job due to a disability.

Why Your Own Doctor Matters

Medical evidence from your own doctor, especially in the same specialty, can challenge your employer's findings, show you are fit for duty or that your condition is temporary or treatable, may recommend reasonable accommodations, or establish a Workers' Compensation issue instead of ordinary disability, among others.

Decisions & Outcomes

A final decision is issued shortly after the hearing. If you are found fit, you must be returned to work with restored pay and leave. If you are found to be unfit, you may use accrued leave, followed by up to 18 weeks of free health coverage (SOLAC). You may request re-evaluation within one year. If you are found to be fit at that time, your employer must reinstate you to your work position.

The Appeal

City employees may appeal to the Civil Service Commission and then court, while H+H employees appeal directly to court.

Your Union is Here for You

These cases can be stressful, but you are not alone. Local 1180 will help guide you through every step and protect your rights. If you receive any notice about a medical exam or disability leave, contact us right away. Please remember:

- Protect Yourself
- Attend all exams
- Bring your own medical documentation
- Contact your union immediately
- Keep copies of everything
- Raise accommodation requests early





GERALD BROWN

Take a Breath for the New Year

As 2025 ends and the new year begins, many of us are simply running on fumes. Between the pressures of work, family responsibilities, caring for others, and navigating a city that never truly slows down, burnout has become far too common, especially for workers who give so much of themselves every single day

We don't talk enough about mental health or the enormous impact it has on our overall well-being. Stress isn't just a feeling—it has real consequences. When we constantly push through exhaustion, our bodies respond. Patience wears thin. Sleep suffers. Energy levels drop. Over time, that strain takes a real toll on both our physical and emotional health.

There's a common belief that the only way to truly "reset" is to plan a big trip, pack a suitcase, and get out of town. But the truth is, you don't need a

Our work is demanding, and many people rely on us every single day. But we cannot continue pouring from an empty cup.

plane ticket to take care of yourself. Sometimes the most valuable thing you can give your mind and body is simply a day off—maybe even two—right here at home.

A staycation isn't a lesser version of a vacation. In many cases, it's the smarter one. It allows you to pause without the added stress of travel, packing, planning, or expense. It gives you the chance to sleep a little later, unplug from screens, silence email notifications, and reconnect with the people, routines, and activities that bring calm and clarity to your lives. Taking care of your mental health is not selfish, and it's certainly not something to feel guilty

about. It's an essential part of being able to show up fully for your job, your family, your community, and yourself. Burnout doesn't magically disappear just because the calendar flips to a new year. It requires us to slow down, breathe, and give ourselves permission to recharge.

Whether it's taking a walk, visiting a museum, catching up on much-needed rest, or spending time with people who help you feel grounded, these small acts of self-care can add up to a powerful reset. Often, the simplest changes—slowing down, being present, or carving out quiet moments for yourself—can be more restorative than a week away.

As we prepare for 2026, I encourage every member to take stock of your own well-being. Use your earned time. Take that day off. Step away when you need to. Listen to your body. Protect your peace. You deserve it—and you've earned it.

Our work is demanding, and many people rely on us every single day. But we cannot continue pouring from an empty cup. Let's make 2026 a year where we prioritize our health—mental, emotional, and physical—with the same dedication and commitment we bring to our jobs.

Take care of yourself. Take care of each other. And here's to a new year filled with more balance, more peace, and more time to rest and recharge

Here are a few simple, low-cost or free ways to recharge in New York City because taking care of yourself doesn't have to be expensive or complicated.

- Take a walk in one of New York City's parks. Whether it's Central Park, Prospect Park, Van Cortlandt Park, Riverside Park, or a neighborhood green space, fresh air and movement can do wonders for your mood.
- Visit a free or pay-what-you-wish museum. Many city museums offer free days or suggested admission, including the Bronx

Museum, Museum at Eldridge Street, and others throughout the five boroughs.

- Sit by the water. Head to the Hudson River Greenway, Brooklyn Bridge Park, Coney Island boardwalk, or a local pier. Even a short break near the water can help clear your head.
- Unplug for a few hours. Turn off email notifications, silence social media, and give yourself permission to be offline without guilt.
- Use your local library. NYC public libraries offer quiet spaces, free Wi-Fi, books, movies, and even free programs and workshops.
- Stretch it out at home. A few minutes of gentle stretching or breathing exercises can help release built-up tension. No equipment required. Many gyms even offer free one-week trials. Call around and see what works best for you.
- Treat rest as being productive. Take a nap. Sleep in. Go to bed early. Rest is not wasted time, it's essential.
- Connect with someone you trust. A phone call, coffee, or walk with a friend or family member can be a powerful form of self-care.
- Do something just for you. Read, listen to music, cook a favorite meal, journal, or simply enjoy some quiet time without obligations.

Small steps matter. Even one of these activities can help you reset, recharge, and start the new year feeling more grounded and supported.

Local 1180 Honored for Communications Excellence

Local 1180 once again walked away with top communications honors from the 2025 International Labor Communications Association (ILCA) media contest.

This contest, the largest competition exclusively for labor journalists and communicators, brought in close to 700 entries from local, state, and regional unions, as well as national and international groups.

CWA Local 1180 took home the prestigious Saul Miller Award for coverage of the ultimately successful two-and-a-half-year bargaining struggle between CWA Local 1180-Bird Union members and National Audubon Society management. The Saul Miller Award recognizes excellence in writing on organizing, collective bargaining, political action, and social justice advocacy.

Local 1180 Communications Director Marci Rosenblum wrote the piece, in collaboration with CWA District 1 Staff Representative Luis Benitez-Burgos, who provided legal guidance, and CWA District 1 Private Sector Staff Representative Christopher Thomas, who contributed substantially to the story and is featured prominently in its accompanying photo. The story also would not have been possible without the contributions of organizers and members who made the contract win possible.

CWA Local 1180 has taken home numerous top ILCA awards in the past, including the Max Steinbock Award—ILCA’s highest award for journalistic excellence.



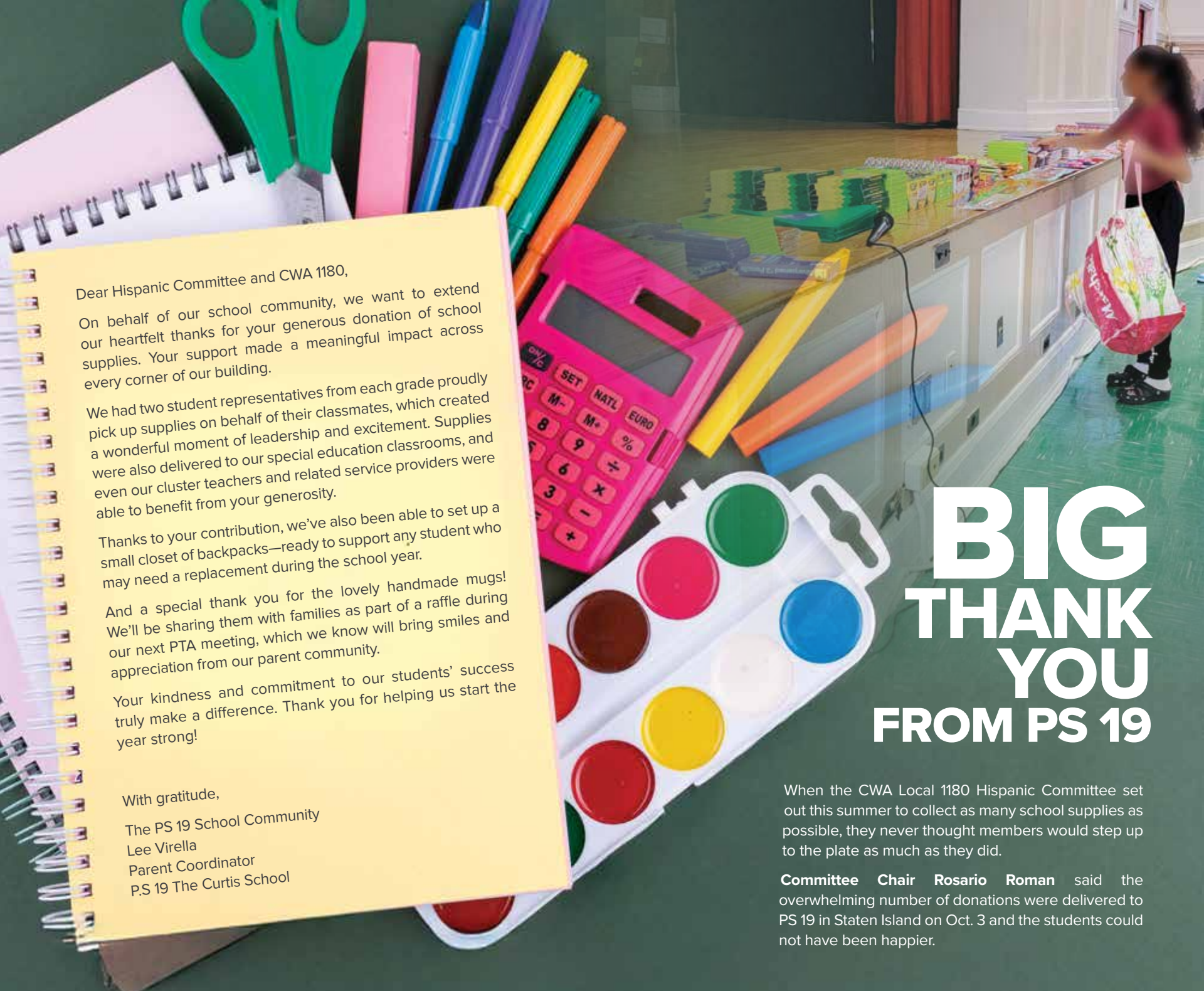
Scan to read Local 1180's winning entry
saul-miller-award-25



MEMBERS IN ACTION

Recognizing One of Our Own Edward Yood, Chair of the Local 1180 Committee on People with Disabilities, a Shop Steward, a 50-year employee of the NYC Department of Sanitation, a staunch advocate for worker rights, and a huge supporter of Local 1180, was honored for his dedication and commitment at the October General Membership Meeting. Known for his deep institutional knowledge and unwavering commitment, Ed also co-chairs the Manhattan Borough Committee, and served on the Civil Service Committee—always leading through action, not titles. At the meeting, he was honored with a union plaque and a commendation from NYC Public Advocate Jumaane Williams, presented by **Secretary-Treasurer Robin Blair-Batte**, who highlighted his role in advancing disability rights, including work connected to the historic MTA accessibility settlement. Ed’s impact extends beyond transportation, influencing policy and support for families navigating school transitions for students with disabilities. Photo courtesy of Julie Huang.





Dear Hispanic Committee and CWA 1180,

On behalf of our school community, we want to extend our heartfelt thanks for your generous donation of school supplies. Your support made a meaningful impact across every corner of our building.

We had two student representatives from each grade proudly pick up supplies on behalf of their classmates, which created a wonderful moment of leadership and excitement. Supplies were also delivered to our special education classrooms, and even our cluster teachers and related service providers were able to benefit from your generosity.

Thanks to your contribution, we've also been able to set up a small closet of backpacks—ready to support any student who may need a replacement during the school year.

And a special thank you for the lovely handmade mugs! We'll be sharing them with families as part of a raffle during our next PTA meeting, which we know will bring smiles and appreciation from our parent community.

Your kindness and commitment to our students' success truly make a difference. Thank you for helping us start the year strong!

With gratitude,

The PS 19 School Community
Lee Virella
Parent Coordinator
P.S 19 The Curtis School

BIG THANK YOU FROM PS 19

When the CWA Local 1180 Hispanic Committee set out this summer to collect as many school supplies as possible, they never thought members would step up to the plate as much as they did.

Committee Chair Rosario Roman said the overwhelming number of donations were delivered to PS 19 in Staten Island on Oct. 3 and the students could not have been happier.



Health Fairs Introduce Members to Union Benefits CWA Local 1180 continues to meet members where they work by hosting on-site health fairs and site meetings at locations such as NYC Health + Hospitals/Bellevue and Lincoln Hospital. These visits give members the opportunity to connect directly with union leadership and representatives, ask questions, and learn more about the many benefits, programs, and protections available to them. By bringing these resources into the workplace, Local 1180 helps ensure members are informed, supported, and reminded that their union is always present and advocating on their behalf. **Aleyia Dixon, Local 1180's Benefits Navigator**, spearheads the benefits outreach to make sure members are aware of all the existing and new benefits available to them.

GROWTH, GRIT & ORGA



CWA Local 1180 represents 19 private sector shops, primarily nonprofit organizations. As the same time that Local celebrates its 60th anniversary, highlighting the myriad successes over the past six decades, private sector members are experiencing both some of their biggest victories and their toughest challenges to date. In 2025 alone, the private sector added more than 300 new members through contract ratifications, unit expansions, and new organizing, all proof that even in uncertain times, workers are choosing collective power.

New Shops and Growing Units

This year, Local 1180 finalized new contracts for both Tutor Associates and The Trevor Project. Workers at Tutor Associates organized after years of unsafe conditions and retaliation.

“When we first talked about joining a union, we had all kinds of issues and no way to address them,” said **Nicole Maloof, Senior Director at Tutor Associates**. “People had been fired for speaking up, so we chose a permanent, protected way forward.”

The Local also saw major growth through unit expansions. At Human Rights Watch, workers expanded their existing unit from 36 members to 111 total workers, securing a stronger collective voice during a period of layoffs and budget uncertainty. The Century Foundation also expanded its unit, continuing a year of steady growth.

Contract Wins

Despite a difficult funding climate, several shops successfully ratified new contracts in 2025, including Open Society Foundations, The Century Foundation, Type Media, and Align. These agreements delivered meaningful gains in severance protections, leave, compensation, and health benefits—critical safeguards during an unstable year for nonprofit workers.

Organizing Continues

While bargaining continued across existing units, new organizing remained strong. In April, nearly 60 workers at the Lesbian, Gay, Bisexual & Transgender Community Center (The Center) won voluntary recognition from management.

“We’re excited to finally have a seat at the table when it comes to how workers are treated at The Center,” said **Silas Norum-Gross, a Youth Substance Use Counselor**.

Local 1180 President Gloria Middleton praised the workers’ determination, noting their unwavering commitment to one another, to The Center, and to the LGBTQ+ community.

“By choosing to voluntarily recognize the union, The Center has met us with the spirit of mutual respect that we hope will carry over to the bargaining table as we negotiate a union contract,” she said.

Layoffs and Fighting Back

The wins of 2025 were matched by serious challenges. Nonprofit funding cuts and political pressure from the current presidential administration created an unprecedented level of job insecurity in the nonprofit sector, with layoffs at 12 Local 1180 private sector shops, including StoryCorps, The

Trevor Project, Human Rights Watch, National Domestic Workers Alliance, and Open Society Foundations.

Local 1180 worked hard to defend its members, starting with the layoffs at StoryCorps in October 2024. Immediately after the job cuts, workers responded to layoffs with rallies, National Labor Relations Board (NLRB) charges, and sustained pressure on management.

“After the first layoffs, those of us who were left felt shock, betrayal, and then panic about our own positions. But we also felt anger when we realized that management was using poor finances as an excuse to retaliate against union members with legitimate grievances, and leadership who advocated for them,” said **Liz McCarty, Senior Graphic Designer and Labor-Management Committee member**.

A few months later, the White House announced that they were going to erase federal funding for National Public Radio and the Corporation of Public Broadcasting (two funders of StoryCorps) and a second round of layoffs came. In the second round, the union saw a drastic change in management’s position, and they were extremely reluctant to target union members.

McCarty said that the Union’s refusal to be silent after the first round of layoffs really snapped management to attention.

“With the second round, the process was way more humane. Efforts were made to retain staff, and we were able to send off our colleagues with appreciation. Layoffs are always rough, but management clearly realized that they couldn’t get away with treating us that poorly,” she said.

The Trevor Project: Organizing Under Pressure

The layoff climate increased through the year. In July, The Trevor Project was hit particularly hard due to federal funding cuts to suicide prevention programs, including the dismantling of the 988 Option 3 LGBTQ Crisis Hotline. Due to the sensitive nature of working on a crisis hotline, workers at the Trevor Project took the layoffs very seriously.



ORGANIZING POWER IN 2025



Training Associate Mark Davis said, “I believe that the cuts to Option 3 at the beginning of Pride month was done to harm those in our community who are most vulnerable, that being our LGBTQ+ youth who have a higher risk of suicide.”

More than 200 union workers lost their jobs as result. “I felt really angry that it was going to impact folk’s financial stability, their housing, their access to health care.” Our advocacy campaign pressured management to restructure 20 of those jobs back.

Old Methods Still Matter

Alongside digital actions, workers continued to mobilize in person. Trevor Project members and allies rallied outside Trump Tower in Manhattan to protest cuts to suicide prevention funding, drawing more than 200 participants.

Another shop that has been organizing at a relentless pace is the National Domestic Workers Alliance (NDWA). In September, workers at NDWA took action to call out the problematic behavior of a manager. After a torrent of complaints from members, Shop Stewards and organizers upped the pressure, demanding a response from management. They organized a campaign that included town hall meetings, petitions, and coordinated signage that provoked the supervisor to resign from her post.

The win was bittersweet, though. Shortly after her resignation, NDWA announced that layoffs would commence in the coming weeks. That did not deter organizers at NDWA, who at the time were in contract negotiations.

On Nov. 9, Union leaders organized the NDWA Workers National Day of Action that included pickets in 12 cities across the country and culminated with a remote rally that brought all of them together in a digital space and included a keynote address from Local 1180 President Gloria Middleton. In order to protect union jobs, people marched in the streets in New York, D.C., Atlanta, San Jose, Los Angeles, and many cities. (more on the current state of NDWA organizing on page 12).

A New Day For Organizing

Many of the Local 1180 private sector shops have become increasingly remote since the COVID-19 epidemic, which has led to creative mobilizing strategies on the part of Shop Stewards and leaders. One organizing tool being used more frequently is posting on all-staff digital spaces such as the messaging program Slack. The Trevor Project used this tactic with great results, leading to a contract ratification, and saving jobs that were threatened.

In these actions, staff posted messages of protest or frustration to company-wide spaces, messages that can be seen by members and managers simultaneously.

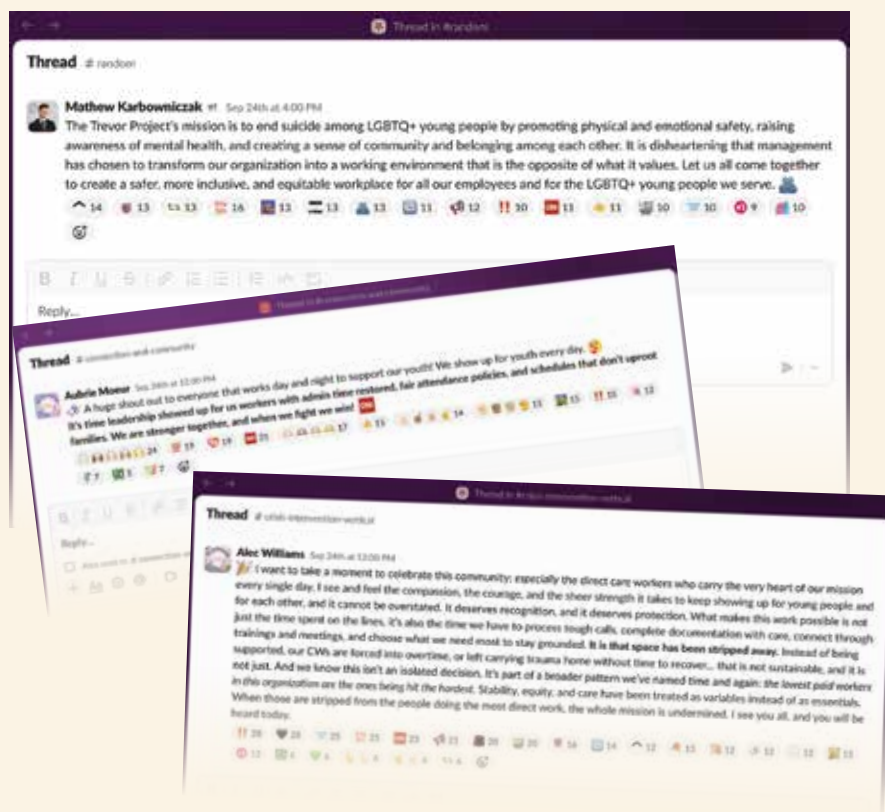
The Trevor Project's Davis said he watched as members began posting.

“I remember reading the messages as they were coming in and being in awe. It made me feel affirmed, like I was placing my feet firm on the ground and wasn’t allowing anything to push me down.”

The Union organized a few of these actions; their largest to date came in the final weeks of contract negotiations after nearly two years at the table.

The workers organized a “Slack Takeover,” coordinating hundreds of union members to post every hour on the hour for an entire workday on eight different “channels” with messages that encouraged management to finalize negotiations.

“It was really empowering to see a community of people come together and advocate for one another at a time when things felt so tilted. My team kept being affected by layoffs, and it gave everyone a chance to see the importance of using our voices collectively. It was a powerful moment,” Davis said.



Looking Ahead

2025 was a year of rapid growth, hard-fought battles, and bold organizing across Local 1180’s private sector. As members look to 2026, the focus remains clear: organizing new shops, strengthening contracts, and protecting workers no matter what challenges lie ahead.

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

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

Three New Benefits For Security Fund Members

Local 1180 responds to rising costs and member demand with new benefit enhancements supporting financial planning, hearing health & retired members' prescription drug needs.

For generations, unions have been the backbone of economic security for working people, and Local 1180 continues that legacy by delivering strong, meaningful benefits that make a real difference in members' lives. Beyond negotiating fair wages and safe working conditions, the union ensures that members and their families have access to quality, affordable benefits that support their health, financial stability, and long-term well-being.

As costs rise and member needs evolve, Local 1180 remains committed to strengthening and expanding its benefits package. From health care and prescription drugs to wellness programs and retirement planning, the union works tirelessly to identify gaps, address member feedback, and secure benefits that would otherwise be cost-prohibitive for working families.

"The Benefits Fund is dedicated to meeting the needs of our members," said **Damien Arnold, Local 1180 Benefits Fund Administrator**. "Members frequently share their challenges and ideas for improvements. The Board of Trustees values this input and, when possible, responds with enhancements. We are excited for these 2026 benefit updates and will continue reviewing additional opportunities."

The new benefit enhancements reflect the union's commitment to building a healthier, more secure future for every member. "We do what we can to make life more affordable for working families," said **Local 1180 President Gloria Middleton**. "We listen to our members and give back in the areas that matter most. This is the collective power of union membership in action."

Local 1180 recognizes that every member's journey is different — from raising families to caring for aging parents to planning for retirement. By investing in benefits that support members through every stage of life, the union helps ensure they can focus on work and family with peace of mind, knowing their union has their back.

Starting in January 2026, Local 1180 is introducing three major benefit enhancements shaped directly by member feedback. These additions expand access to high-quality care and services and reinforce the union's mission to provide the strongest possible support to members and retirees.

These enhancements are yet another reminder that Local 1180's strength comes from its unity and that unity continues to build a better, healthier, more secure future for all.



Trusts & Estate Planning *(Actives & Retirees)*

Members have consistently expressed interest in tools that help them build, preserve, and pass on wealth — especially as more families focus on generational planning. Estate planning isn't just about documents; it's about protecting homes, savings, and personal assets so they can be responsibly transferred to loved ones. Yet these services are traditionally expensive and often out of reach for working families.

The new Trusts & Estate Planning benefit provides access to professional guidance from Feldman Kramer & Monaco, helping members make informed decisions, safeguard what they've earned, and ensure smoother transitions for the next generation.

Who Is Eligible? Members; their spouse or domestic partner; unmarried dependent children under 19; and full-time student dependents up to age 26 who rely solely on the member for support.

What's Included? A broad range of advanced estate-planning services — including but not limited to irrevocable trusts (for asset protection), revocable trusts, supplemental needs trusts, Medicaid home care applications, nursing home Medicaid applications- all supervised by qualified plan attorneys. Members also gain access to estate-planning workshops, elder law guidance, deed preparation, pooled income trust support (NY only), patient and caregiver advocacy, special education assistance, estate administration services, and stockbroker arbitration support.

Members also gain access to estate-planning workshops, elder law guidance, deed preparation, pooled income trust support (NY only), patient and caregiver advocacy, special education assistance, estate administration services, and stockbroker arbitration support.

Contact: Feldman, Kramer & Monaco, P.C., 800.832.5182 (NY) or 800.292.8063 (outside NY)



Hearing Aid Benefit *(Actives & Retirees)*

This enhancement replaces the current low reimbursement claim structure with a full service benefit of \$900 per ear, for a 3-year period, in return for a quality hearing aids including additional services such as free hearing testing, free replacement of batteries and device warranty.

Hearing health is a critical part of overall well-being, yet hearing aids remain one of the most under-utilized medical devices — largely because of their extremely high cost on the open market. Members have long shared that the out-of-pocket expenses can make hearing aids inaccessible, even when they are medically necessary. While the previous reimbursement structure provided some assistance, it simply did not meet the needs of those facing steep prices. To address this gap, the union has negotiated a significantly enhanced hearing aid benefit that replaces the old reimbursement method with a comprehensive, full-service package. Members will now have access to high-quality hearing aids at \$900 per ear every three years, along with valuable supplementary services including free hearing tests, free battery replacements, and a device warranty. This new structure ensures members receive the devices and support they need without facing the overwhelming financial burden that often keeps people from seeking treatment. It's a major step toward stronger health outcomes and improved quality of life.



Prescription Drug Coverage *(Medicare-eligible retirees & eligible dependents)*

To combat the continued rising cost of prescription drugs manage plan costs responsible. By switching to an Employer Group Waiver Plan, Medicare-eligible receives the benefits of a richer plan and access to a broader network of pharmacy, at a \$0 premium rate.

Prescription drug costs continue to rise nationwide, placing a heavy financial strain on both retirees and benefit funds. To manage these increasing costs responsibly — while still ensuring that retirees have access to the medications they rely on — Local 1180 is transitioning Medicare-eligible retirees and dependents to a new Employer Group Waiver Plan (EGWP). This change does more than stabilize plan costs: it improves the actual benefit retirees receive. Under the EGWP model, Medicare-eligible individuals gain access to a richer plan, a broader pharmacy network, and enhanced prescription drug coverage — all at no premium cost. The goal is simple: continue providing top-tier prescription benefits while keeping the plan financially sustainable for years to come. This enhancement reflects Local 1180's responsibility to both current retirees and future generations who will depend on these benefits.

Planning for TOMORROW



Trust & Estate Planning Matters More Than Most Realize

Most people don't spend much time thinking about wills or estate planning. Life is busy, the future feels distant, and the topic itself can be uncomfortable. But planning ahead is one of the most meaningful acts of protection and care you can take—regardless of age, income, or family structure.

For generations, families have worked hard to build stability: a home, savings, pensions, and personal keepsakes. Without a proper estate plan, however, those assets can become tied up in court, lost to taxes, or distributed in ways that don't reflect your wishes. Estate planning is not just for the wealthy; it's for anyone who wants clarity, dignity, and peace of mind for the people they love.

A will or trust helps families avoid legal battles, financial strain, and uncertainty during an already emotional time. It also protects assets during life by allowing individuals to designate health care proxies, powers of attorney, and decision-makers in case of illness or incapacity.

Despite its importance, more than half of U.S. adults do not have a will. Many believe they're too young, don't have enough assets, or assume their family will "know what to do." Without legal documents in place, however, state law—not personal wishes—makes those decisions.

Planning Gaps and Why They Matter

Estate planning tends to increase with age, but many people delay far too long. While most adults believe planning should start in their 30s, the average age of completing an estate plan is 42. The consequences of waiting can be serious: delayed access to funds, court involvement for minor children, or disputes over personal belongings.

There are also clear disparities in access to estate planning. Black and Hispanic individuals are significantly less likely to have wills or trusts, reflecting long-standing financial, legal, and informational barriers. Asians who do engage in planning are more likely to use trusts, while White

and Native respondents report higher overall adoption of estate planning tools.

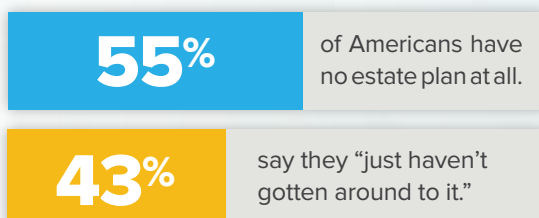
Planning Is About Control and Care

Estate planning is ultimately about empowerment, ensuring that you, not the courts, decide what happens to your assets, your care, and your legacy. It protects families, preserves hard-earned wealth, and provides clarity during difficult moments.

It is never too early to start, but it can quickly become too late. Planning ahead turns intention into action and ensures that what you've built continues to protect the people you love.

For more information about trust and estate planning, and to take advantage of your new Local 1180 benefit for both actives and retirees, contact: Feldman, Kramer & Monaco, P.C. at 800.832.5182 (NY) or 800.292.8063 (outside NY).

The Reality: Big Gap Between Awareness & Action



About **31%** of Americans have a will, while just **11%** hold a trust. That means **55%** of Americans have no estate plan at all according to *trustandwill.com*

When asked why they don't have a will, **43%** say they "just haven't gotten around to it."



Silent Generation

66% have a will, making them the most prepared age group.



Baby Boomers

44% have a will, still significantly higher than younger generations.



Gen X

26% have a will, slightly below the national average.



Millennials

Just **22%** have a will, and over **60%** have no estate planning documents at all.



Gen Z

Only **15%** have a will, making them the least prepared generation.

ANNUAL MEMBERSHIP REPORTS

ANNUAL MEMBERSHIP REPORTS CWA Local 1180 Supplemental Benefit Plans For the Year Ended December 31, 2024

Basic Financial Statements

	Members' Annuity Fund	Security Benefits Fund	Retirees Benefits Fund	Legal Benefits Fund	Education Fund	Administrative Fund
Plan assets:						
Investments	\$ 140,807,328	\$ 0	\$ 0	\$ 564	\$ 2,759	\$ 53,143,777
Receivables	1,239,673	1,426,347	3,052,791	267,242	179,236	3,244,484
Other	0	0	500	0	0	9,760,475
Total assets	142,047,001	1,426,347	3,053,291	267,806	181,995	66,148,736
Plan liabilities:						
Benefit obligations	0	1,165,016	2,884,406	267,806	181,995	0
Payables	1,422,293	261,331	168,885	0	0	11,813,724
Total liabilities	1,422,293	1,426,347	3,053,291	267,806	181,995	11,813,724
Plan net assets	\$ 140,624,708	\$ 0	\$ 0	\$ 0	\$ 0	\$ 54,335,012
Plan income:						
Contributions:						
New York City	\$ 4,419,269	\$ 0	\$ 0	\$ 0	\$ 0	\$ 26,605,835
Contribution transfers	0	13,897,735	9,047,540	1,284,433	417,447	0
Participants	0	13,455	9,524	0	0	0
Other	171,474	0	878,365	0	0	6,656
Net investment income (Loss)	18,604,516	0	2	0	0	7,690,469
Other income	2,438	0	14,778	0	602	0
Total income	23,197,697	13,911,190	9,950,209	1,284,433	418,049	34,302,960
Plan expenses:						
Benefits	7,876,903	13,911,190	9,950,209	1,284,433	418,049	0
Contribution transfers	0	0	0	0	0	24,647,155
Administrative	205,027	0	0	0	0	7,537,345
Total expenses	8,081,930	13,911,190	9,950,209	1,284,433	418,049	32,184,500
Net increase (decrease)	15,115,767	0	0	0	0	2,118,460
Plan net assets:						
Beginning of year	125,508,941	0	0	0	0	52,216,552
End of year	\$ 140,624,708	\$ 0	\$ 0	\$ 0	\$ 0	\$ 54,335,012

Additional Information

The Plans have been audited by an independent accounting firm in accordance with their annual reporting obligation under the City of New York, Office of the Comptroller, Bureau of Management and Accounting Systems' Internal Control and Accountability Directive 12.

apply now

2026-2027

CWA Joe Beirne Scholarship

CWA National is awarding 16 scholarships for the 2026–2027 school year, with an additional \$4,000 for 2027–2028 for students who maintain a satisfactory academic record.

Who Can Apply

- CWA members, spouses, children, and grandchildren
- Families of laid-off, retired, or deceased members
- Applicants must be planning to attend college.

More Information

cwa-union.org/pages/beirne

(All information can be found at the above link)



How to Apply

Quick online application + a short original essay.

Start here: bit.ly/beirne26-27



Deadline

Submit by April 30, 2026
at 11:59 p.m. EST



Selection

All winners are chosen by lottery.

EXECUTIVE BOARD MEETING MINUTES

Sept. 25, 2025

Meeting called to order at 6:09 p.m. by President Gloria Middleton.

Executive Board Members in Attendance:

Officers

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

Members-At-Large

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

Excused

Debra Busacco, Shakima Ivory

PRESIDENT'S REPORT

Minutes of the Aug. 8, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte, seconded by George Johnson, to approve. All in favor. Minutes approved.

Middleton announced that Gregory Smith has officially resigned as an Executive Board Member-At-Large due to his being a Confidential Employee with the City of New York. Effective immediately, George Johnson will Chair the Men's Committee.

President Middleton discussed the highlights of her schedule since the Executive Board meeting on Aug. 8, 2025:

8/8 — Chaired the monthly 1180 Executive Board meeting.

8/6-13 — Attended the CWA National Minority Caucus and CWA National Convention in Pittsburgh, PA.

8/21 — Participated in the CWA National Executive Board meeting.

8/22 — Participated in the Healthcare MLC Review meeting.

8/23 — Honored by the Bronx Branch NAACP Annual Breakfast; attended the Women's Committee Pink & White Affair.

9/10 — Attended the MLC meeting; chaired the weekly communications and staff meetings.

9/12 — Participated in the General Membership prep meeting.

9/15 — Chaired the CWA Local 1180 Trustee's meeting.

9/17 — Chaired weekly communications and staff meetings; participated in the Eleanor's Legacy Q3 meeting; chaired the monthly CWA Local 1180 General Membership meeting. During the General Membership meeting, she presented and discussed the newly proposed Negotiated Acquisition (Health Care Plan). If approved, the new plan will go into effect on Jan. 1, 2026, for all NYC employees.

9/18 — Participated in the CWA National Executive Board meeting; attended an event for NYS Assemblyman Carl Heastie.

9/19 — Participated in CUNY SLU Advisory Board meeting.

9/24 — Chaired weekly communications and staff meetings.

9/25 — Participated in NYC Selikoff Advisory Board meeting; chaired the CWA Local 1180 Executive Board meeting.

President Middleton updated the Board on the MLC Healthcare Proposal. The vote will take place on 9/29 and 9/30 to approve or disapprove the proposal. The presentation will be given at the next General Membership meeting.

President Middleton asked the Executive Board to share a few highlights from the CWA National Convention.

She distributed and discussed The Advance Group reports for August and September 2025; the Mirkin & Gordon status report as of Sept. 1, 2025; and the Tricomm Creative monthly reports for August and September 2025.

A motion was duly made by Rosario Roman and seconded by Amica Benjamin to accept President Middleton's Report. All in favor.

FIRST VICE PRESIDENT'S REPORT

First Vice President Brown reported the following NYC Election updates:

BALLOT PROPOSALS

Executive Board voted as follows on the five proposals that will be on the ballot for the Nov. 4 General Election:

1. Fast-track affordable housing review. Debra Paylor motioned to table this proposal. Seconded by Amica Benjamin. All in favor. Motion carried.

2. Expedited Land Use Review Procedure. Motion made by Amica Benjamin to table this proposal. Seconded by Robin Blair-Batte. All in favor. Motion carried.

3. Affordable Housing Appeals Board. Motion made by Teesha Foreman to approve this proposal. Seconded by Amica Benjamin. All in favor. Motion carried.

4. Digital City Map Charter Amendment. Motion made by Teesha Foreman to disapprove. Seconded by Amica Benjamin. All in favor. Motion carried.

5. Move city elections to even-numbered years. Motion made by Robin Blair-Batte to disapprove this proposal, seconded by Debra Paylor. All in favor. Motion carried.

ENDORSEMENTS—GENERAL ELECTION

1. NYC Comptroller. Motion made by Helen S. Jarrett to endorse Mark Levine. Seconded by Robin Blair-Batte. All in favor. Motion carried.

2. Public Advocate. Motion made by Robin Blair-Batte to endorse Jumaane Williams. Seconded by Dennis Vargas. All in favor. Motion carried.

3. Borough President Recommendations were made by First VP Gerald Brown to endorse the following: Antonio Reynoso (Brooklyn); Donovan Richards (Queens); Vanessa Gibson (Bronx); and Brad Hoylman-Sigal (Manhattan).

Motion was made by Debra Paylor to endorse the recommended candidates. Seconded by Robin Blair-Batte. Majority voted to approve recommendations. Motion carried.

4. District Attorney recommendations were made by Gerald Brown to endorse the following: Eric Gonzalez (Brooklyn) and Alvin Bragg (Manhattan).

Motion was made by Helen S. Jarrett to endorse the recommended candidates. Seconded by Carol Griffith. All in favor. Motion carried.

CWA Local 1180's 60th Anniversary Celebration will be on Friday, 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.

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

Motion was made by Helen S. Jarrett to accept First Vice President Gerald Brown's report. Seconded by George Johnson. All in favor, Motion carried.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported the following Staff Rep activity for the month:

Conference Calls.....	9
Counseling/Warning Sessions....	2
EEO Investigation/Interview.....	3
Emails.....	882
G.O.15 (NYPD).....	1
Hearing Preparation.....	11
Hearings.....	9
Hiring Pools.....	1
Investigative Hearings/Meetings..	4
Labor Management Meetings....	4
New Member Orientation.....	1
OATH.....	3
Phone Calls.....	362
Shop Stewards Meetings.....	2
Site Meetings.....	9
SNEO H+H New Member Orientation.....	2
Supervisory Conference.....	4

Site Meetings

HRA Adult Protective Services/
Customized Assistance Services —
Virtual (8/7/25)
150 Greenwich St., New York

Brooklyn District Attorney's Office
(8/14/25)
350 Jay St., Brooklyn

Dept. of Finance (8/19/25)
59 Maiden Lane, New York

NYC Police Department (8/21/25)
130-200 28th Ave., Queens

Administration for Children's Services
(8/26/25)
330 Jay St., Brooklyn

Bronx District Attorney's Office (8/28/25)
198 East 161st St., Bronx

H+H Metro Plus — Virtual (8/28/25)
50 Water St., New York

NYC Retirement Services — Virtual
(8/29/25)
340 Jay St., Brooklyn

Foreman also reported that Shop Steward/
Activist Earlene Powell from DOT will be
retiring at the end of the year.

She reported that she has been attending
various agency QWL events, Staff
Representatives will be attending H+H
Health Fairs, and that she has been
addressing H+H issues regarding non-
competitive titles, EEO, and reasonable
accommodations

Motion was made by Robin Blair-Batte
to accept Second Vice President Teesha
Foreman's report. Seconded by Debra
Paylor. All in favor, Motion carried.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte
presented the CWA Local 1180 Transaction
Detail and Income and Expenditures
Reports for July and August 2025. She
advised that the T.D. checking account
has a balance of \$1,101,677.52 as of
C.O.B. Sept. 24, 2025. She reported that
we currently have 98.8% of membership
cards on file.

She reported the following member
activity for July 2025 and August 2025:

July 2025

New Member Enrollments.....	10
Actives Deceased.....	1
New Retirements.....	24
Retirees Deceased.....	9
Total Active Members.....	8,474
Total Retired Members.....	6,913

August 2025

New Member Enrollments.....	5
Actives Deceased.....	1
New Retirements.....	28
Retirees Deceased.....	10
Total Active Members.....	8,472
Total Retired Members.....	6,926

With no further business, a motion was
duly made by Rosie Roman, 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 the following:
Trustees meetings; NYCCLC Delegates
meeting; PHEW meetings; Farm Workers
fund raiser; General Membership meeting.
With no further business, a motion was
duly made by Amica Benjamin, seconded
by George Johnson, and carried to accept
the Recording Secretary's report. All in
favor. Motion carried.

MEMBERS-AT-LARGE REPORTS

Members-at-Large attended the following
meetings, trainings, webinars, events,
and rallies, etc. since the last Executive
Board Meeting: Labor Management/Site
Meetings, New York City Central Labor
Council Delegates, Coalition of Labor
Union Women (CLUW), Public Healthcare
and Education Workers (PHEW) meetings,
Labor Council for Latin American
Advancement (LCLAA), Coalition of Black

EXECUTIVE BOARD MEETING MINUTES

Trade Unions (CBTU), 1180 Standing Committees and Borough Committees, 1180's legislative webinar, Community Voices Heard, QWL events, Parades: Labor Day/West Indian/African American/Mexican Independence Day, Chris Ryan Fundraiser, and Luggage of Love.

Next meeting is scheduled for Oct. 23, 2025.

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

Respectfully submitted,

Debra Paylor, Recording Secretary

Oct. 23, 2025

Meeting called to order at 6:22 p.m. by President Gloria Middleton

Executive Board Members in Attendance:

Officers

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

Members-At-Large

Amica Benjamin, Carol Griffith, Shakima Ivory, Helen S. Jarrett, George Johnson, Rosario Roman, Dennis Vargas

Excused: Debra Busacco

PRESIDENT'S REPORT

Minutes of the Sept. 25, 2025, Executive Board meeting were presented and reviewed. Motion to approve was duly made by Amica Benjamin, seconded by George Johnson. All in favor. Minutes approved.

President Middleton discussed the highlights of her schedule since the Executive Board meeting on Sept. 25, 2025.

9/26 — Attended the CWA Local 1180 60th Anniversary Gala.

9/29 — Attended the MLC Steering Committee meeting.

9/30 — Attended the MLC Membership meeting to vote on the health care proposal.

10/4 — Attended the Hispanic Heritage Month Celebration where CWA District 9 (California) VP Frank Arce was the keynote speaker.

10/8 — Chaired the weekly staff and communications meetings; attended the Scholarship Fund meeting.

10/9 — Participated in the New York Community for Change (NYCC) meeting with The Advance Group.

10/14 — Participated in the CLC Resolutions Committee and the MLC Executive Board meeting.

10/15 — Attended the funeral services for Joyce Patrella, wife of Chris Shelton,

retired CWA National President. Joyce Patrella was a CWA member as well.

10/16 — Met with Council Member Carmen De La Rosa; chaired the General Membership Prep meeting; met with the 1180 accounting group.

10/17 — Participated, along with the entire staff, in cybersecurity awareness training.

10/19-21 — Joined Second VP Teesha Foreman in attending the CWA Local 1040 Annual Convention in New Jersey.

10/22 — Chaired the Local 1180 in-person General Membership meeting. Members unable to attend the union's 60th anniversary gala were able to participate in the celebration held during the October General Membership meeting.

10/23 — Met with Council Member Julie Menin; chaired the CWA 1180 Executive Board meeting.

President Middleton thanked all who attended and participated in making the 60th Anniversary Gala a spectacular event. She expressed a special thanks to 1st VP Gerald Brown for all the hard work that was done to make our Gala a tremendously successful event.

She updated the Executive Board on the MLC Healthcare Proposal that was approved by 88% of the unions. Emblem Health GHICBP/Anthem Blue Cross and Blue Shield will now be NYCE PPO. Members will automatically be enrolled. No action is required from the members. The new plan will become effective Jan. 1, 2026. Detailed information was presented during the General Membership meeting. Members were given the opportunity to ask questions.

She distributed and discussed The Advance Group report for October 2025; the Mirkin & Gordon status report as of Oct. 1, 2025; and the Tricomm Creative monthly report dated Oct. 23, 2025.

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

FIRST VICE PRESIDENT'S REPORT

First Vice President Gerald Brown stated that we will wrap up the proposals that are on the General Election ballot.

President Middleton made the following recommendations:

Proposal 1, State Forest Preserve Land: Approve.

Proposal 2, Fast Track Affordable Housing: Not to approve.

Proposal 3, Simple review of Modest Housing and Infrastructure projects: Not to approve.

Proposal 4, Establish an Affordable Housing Appeals Board: Not to approve.

Proposal 5, Create a Digital City Map: Not to approve.

Proposal 6, Move Local Elections to Presidential Election Years: Not to approve.

Motion was made by Robin Blair-Batte, seconded by Helen S. Jarrett to accept the recommendations submitted by President Middleton. All in favor. Motion carried.

Brown reported that he attended the following meetings during the month: Staff meetings, Trustee meetings, QWL Events, and Executive Board meetings.

Motion was made by Helen S. Jarrett to accept First Vice President Gerald Brown's report. Seconded by George Johnson. All in favor. Motion carried.

SECOND VICE PRESIDENT'S REPORT

Second Vice President Teesha Foreman reported on the September Staff Representative activity:

Conference Calls..... 12
Counseling/Warning Sessions.... 3
Eeo Investigation/Interview 2
Emails..... 852
Health & Safety Meetings..... 2
Hearing Preparation..... 1
Investigative Hearings/Meetings.. 9
Labor Management Meetings 5
Oath..... 1
Off-Site Member Meetings..... 3
Phone Calls 318
Shop Stewards Meeting 1
Site Meetings..... 13
SNEO H+H New Member Orientation 1

Site Meetings

Administration for Children's Services 9/2
492 First Ave., New York

Administration for Children's Services 9/30
220 E. 161st St., Bronx

Department of Buildings 9/22
280 Broadway, New York

Dept. of Environmental Protection 9/15
345 Adams St., Brooklyn

Dept. of Citywide Admin. Services 9/18
(Virtual Various Locations)
135 Canal St., New York
66-26 Metropolitan, Queens
1 Centre St., New York
2 Lafayette, New York
10 Joralemon, Brooklyn
250 Broadway, New York
18-35 Queens Blvd., Queens

Dept. of Consumers and Workers Protection 9/9
42 Broadway, New York

DSNY 9/25
375 Pearl St., New York

H + H Queens Hospital 9/19
82-68 164th St., Queens

HHC Metropolitan Hospital 9/23
1901 First Ave., New York

HRA - INFOLINE 9/19
92-31 Union Hall St., Queens

New York City Housing Authority 9/18
24-02 49th Ave., Queens

NYC Comptroller's Office 9/4
1 Centre St., New York

Parks 9/29
80-30 Park Lane, Queens

Foreman also discussed that the H+H Assistant Director Experience Differential payments, including retroactive payments, are tentatively scheduled for Nov. 7, 2025; that she's been attending site meetings, health fairs, and QWL events; and that she attended the Civil Rights & Equity Excursion to Selma, Alabama.

Motion was made by Robin Blair-Batte to accept Second Vice President Teesha Foreman's report. Seconded by Amica Benjamin. All in favor. Motion carried.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for September 2025. She advised that the T.D. checking account has a balance of \$1,156,506.39 as of C.O.B. Oct. 22, 2025. She reported that we currently have 98.8% of memberships cards on file.

Blair-Batte reported the following member activity for September 2025

New Member Enrollments 14
Active Deceased..... 1
New Retirements..... 33
Retirees Deceased..... 11
Total Active Members 8,485
Total Retired Members..... 6,919

A motion was duly made by George Johnson and seconded by Dennis Vargas to accept the Secretary-Treasurer's Report. Motion carried.

RECORDING SECRETARY'S REPORT

Recording Secretary Debra Paylor reported that she attended the 60th Anniversary Gala; PHEW meeting; Civil Service webinar; CWA Hour of Power radio; CWA Committee meetings/trainings/rallies/events; and participated in Trustees meetings and CLC Delegates meeting.

A motion was duly made by Amica Benjamin and seconded by Shakima Ivory to accept the Recording Secretary's report. Motion carried.

MEMBERS-AT-LARGE REPORTS

Members-at-Large attended the following meetings, training, webinars, and events since the last Executive Board Meeting: Labor Management, New York City Central Labor Council Delegates, Coalition of Labor Union Women (CLUW), Public Healthcare and Education Workers (PHEW) meetings, Labor Council for Latin American Advancement (LCLAA), Coalition of Black Trade Unions (CBTU), 1180 Standing Committees, BCCCs, Hispanic Heritage Month Celebration, 60th Anniversary Gala, Breast Cancer Walk (\$4,445 was raised Pink and White event donations); and QWL events.

Next meeting is scheduled for Nov. 26, 2025.

Motion was duly made by Helen S. Jarrett and seconded by Robin Blair-Batte to adjourn at 8:25 p.m. All in favor.

Respectfully submitted,

Debra Paylor, Recording Secretary

IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Esther Allen	Dept. of Social Services	11/25/2025
Germaine Andrew	Dept. of Social Services	11/24/2025
Michelle Brookes	Dept. of Social Services	11/6/2025
Reynaldo Colas	Dept. of Social Services	10/31/2025
Ruth Davis	Dept. of Social Services	10/18/2025
Anne Forman	Parks & Recreation	10/30/2025
Dianne Formato	Department Of Education	11/26/2025
Evelyn Foster	Dept. of Social Services	12/6/2025
Thomas Gregory	Design & Construction	10/12/2025
Louise Harris	NYC Housing Authority	9/3/2025
Veronica Heron	Department Of Education	10/16/2025
Donald Jacques	Dept. of Health & Mental Hygiene	10/16/2025
Sam Kranston	DCAS	12/27/2025
Raissa Kravchunas	Dept. of Social Services	11/26/2025
Evelyn Landin	Health & Hospital	9/20/2025
Marie Licata	Dept. of Sanitation	10/9/2025
Maria Martinez	Dept. of Social Services	12/8/2025
Doreldene Pearce	HHC Central Office	9/15/2025
Roxane Pimentel-Fajardo	HHC Central Office	11/12/2025
Harriet Reese	Dept. of Health & Mental Hygiene	10/15/2025
Florence Rodner	Finance Administration	12/12/2025
Shameeka Samuels	NYC Housing Authority	11/17/2025
Michael Scarpati	General Services	12/24/2025
Vivian Sharpe	Dept. of Social Services	10/5/2025
Carol Smith	Correctional Health Services	12/10/2025
Zorina Spieler	NYC Transit Authority	12/4/2025
Elaine Tabakman	Dept. of Transportation	10/23/2025
Robert Ward	Dept. of Social Services	10/21/2025
Sandra Wason	Jacobi Medical Center	11/27/2025
Phyllis Wiggins	Housing Preservation & Development	10/10/2025
Patricia Wright	Dept. of Social Services	10/8/2025





Communications Workers of America Local 1180

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NEWS

Turning a Milestone Celebration into Opportunity:

Union Awards Five Scholarships

Local 1180 supported the academic goals of its members and their families by awarding five scholarships at the October General Membership meeting that were funded through proceeds from the union's 60th Anniversary Gala celebration.

The milestone event honored six decades of advocacy, solidarity, and service to public employees. By directing a portion of the gala proceeds toward education, Local 1180 ensured that the celebration would have a lasting impact beyond the evening itself by helping members or their dependents pursue higher education and build strong futures.

"The 60th Anniversary Gala was about honoring our past, but it was also about investing in our future," said **Local 1180 Secretary-Treasurer Robin Blair-Batte**. "Using the proceeds to support our members and their families as they work toward their educational goals reflects who we are as a union and the values we stand for."

The scholarship recipients were: **Jacqueline Roberts** (Admin Manager — DYCD); **Ryan F. Walsh**, son of **Tracy Walsh** (PAA — DEP); **Danielle Harris**, daughter of **Bishane Harris** (PAA — DSS); **Jewel Pierre**; daughter of **Saskia Pierre** (PAA — DSS); and **Jahmir A. Johnson**, son of **Hatshepsut Bennett** (PAA — DSS).



Each scholarship reflects the union's long-standing commitment to opportunity, advancement, and supporting working families. As Local 1180 marks 60 years of representation, investing in education remains a powerful way to strengthen the next generation and continue the union's legacy of service.

None of this would have been possible, however, without the Scholarship Committee members who devoted endless hours sorting and organizing the applications, reading through all the essays, and ensuring all applicants had followed the rules for applying and submitted all the required documentation.

Committee members included **Pamela Odle** (PAA — HPD), **Cheryl Drumgold** (Admin Manager — ACS), **Karen Smith** (PAA — DOF), **Nichelle Corbett** (Admin Manager — OTI), **Linnea Biggs** (PAA — HPD), and **Stephanie Sorillo** (PAA — DSS). The team reported there were 43 applications for the scholarships.

"They definitely had their work cut out for them in reading all the submission essays, taking notes, and carefully discussing which applicants truly stood out," Blair-Batte said. "It was not an easy process, as each applicant demonstrated strong commitment, determination, and a clear vision for their future."