

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

# COMMUNIQUE



## 15,000 Strong in Albany Rally to Fix Tier 6

Pages 4-5





ON THE COVER

4 – 5

15,000 Strong in Albany: Local 1180 Joins Statewide Push to Fix Tier 6



YOUR UNION

9  
President's Message

14  
Justice on the Job:  
Legal Corner for Union Members

15  
Second Vice President's Message

16 – 17  
Members in Action

22  
Private Sector Shops

23, 28  
Introductions

24 – 26  
Executive Board Meeting Minutes

27  
In Memoriam



FEATURES

6 – 7  
1180 Hosts Legislative Breakfast:  
Strengthens Ties with City Council

8  
Behind the Scenes at the Heart of the  
City: Local 1180 Members Recognized  
at QWL Ceremonies

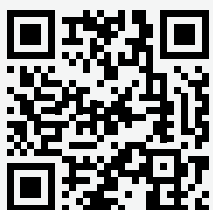
10 – 11  
Voices of Power: Women's Committee  
Brings HerStory Month to Life

12 – 13  
Still Fighting, Still Standing. Local 1180  
Leads the Charge on Equal Pay Day

18 – 19  
Stepping Up to Lead: Shop Stewards  
Build Power at 2026 Boot Camp

20 – 21  
M3 Technology Awards  
\$10,000 in College Scholarships

Find us on the Web  
cwa1180.org



## COMMITTEES

### Caribbean Heritage

Carol Griffith, Contact  
cgriffith@cwa1180.org  
Meeting: 3rd Monday of each month

### Civil Rights & Equity/Community Service

Hazel O. Worley, Chair  
hworley@cwa1180.org

Meeting: 3rd Tuesday of each month

### Civil Service

Gerald Brown, Chair  
gbrown@cwa1180.org  
Meeting: 4th Monday of each month

### Hispanic

Rosario Roman, Chair  
rroman@cwa1180.org  
Meeting: 2nd Thursday of each month

### Legislative and Political

Gerald Brown, Chair  
gbrown@cwa1180.org

### Men's

George Johnson, Chair  
gjohnson@cwa1180.org  
Meeting: 4th Tuesday of each month

### Organizing

Alex Dinndorf, Chair  
adinndorf@cwa1180.org  
Meeting: 3rd Wednesday of each month

### People with Disabilities

Edward Yood, Chair  
envpush.yme@verizon.net  
Meeting: 1st Wednesday of each month

### Pride Committee

Vera Jordan, Chair  
vjordan@health.nyc.gov  
Meeting: 1st Monday of each month

### Women's Committee

Debra Busacco, Chair  
dbusacco@cwa1180.org  
Meeting: 2nd Tuesday of each month

## BOROUGH COMMUNITY COORDINATING COMMITTEES

### Bronx BCCC

Zenola Fields, Chair  
1mszfields@gmail.com  
Meeting: 1st Tuesday of each month

### Brooklyn BCCC

Ingrid Brown-Lewis, Chair  
ingrideb.lewis66@gmail.com  
Meeting: 2nd Monday of each month

### Manhattan BCCC

Luciana Bell, Chair  
lucianaabell@gmail.com  
Meeting: 1st Thursday of each month

### Queens BCCC

Elaine Blair, Chair  
eilblair5@gmail.com  
Meeting: 3rd Friday of each month

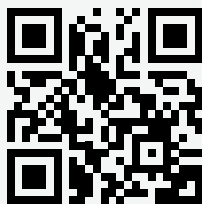
### Staten Island BCCC

Kareem Rolland, Chair  
1180cwa.sibccc@gmail.com  
Meeting: 2nd Wednesday of each month

**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

Phone: 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

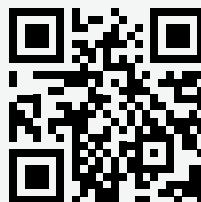
Manhattan  
2 Lafayette St., 17th Floor, New York 10007

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

New York Administrative Employees Local 1180  
Communications Workers of America, AFL-CIO  
6 Harrison St., 4th Floor  
New York, NY 10013-2898

## Executive Board

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

## Members-At-Large

Amica Benjamin, Debra Busacco,  
Carol Griffith, Shakima Ivory, Helen S. Jarrett,  
George Johnson, Rosario Roman,  
Christopher Thomas-Chalothorn, Dennis Vargas

## Staff Representatives

**Public Sector:** Shakima Ivory, Romano Jones,  
Stephanie Miller, Terrence Mitchell,  
Theresa Pinto, Desiree Waters  
**Private Sector:** Tomas Laster,  
Christopher Thomas-Chalothorn  
Contact Staff Reps: [staffrepsservices@cwa1180.org](mailto:staffrepsservices@cwa1180.org)

## Communications Director Communique Editor/Designer

Marci Rosenblum | Tricomm Creative, Inc.  
[tricomcreative.com](http://tricomcreative.com)

## Communique Facilitators

Gerald Brown, Gloria Middleton

Printed by DG3 North America  
Ron Koff | [ron.koff@dg3.com](mailto:ron.koff@dg3.com)



## Follow Us!

CWA LOCAL 1180

@CWA1180

@CWA1180

CWA LOCAL 1180

# 15,000 STRONG IN ALBANY

Local 1180 Joins Statewide Push to



# Fix tier six

They came from every corner of New York State, busloads of union members, representing dozens of unions and thousands of public workers, all with one message: enough is enough.

Local 1180 members filled an entire bus that made the trek upstate to stand shoulder to shoulder with labor brothers and sisters at the statewide Fix Tier 6 rally in Albany, where an estimated 15,000 workers packed the MVP arena in a powerful show of solidarity. Together, they sent a clear message to the governor and state legislature that Tier 6 is unfair, and it must be fixed now.

The rally brought together municipal workers, teachers, firefighters, nurses, and more all demonstrating just how widespread the frustration is with a pension system that forces newer public employees to work longer, contribute more, and receive less in retirement than those who came before them. Currently 780,000 public workers are enrolled in Tier 6, which was implemented in 2012 and has become a major barrier to recruiting and retaining the next generation of public servants.

For Local 1180 members, the fight is personal.

“This is about fairness,” said **Second Vice President Teesha Foreman** who attended the rally. “Our members dedicate their careers to public service. They deserve a retirement that reflects that commitment, not a system that asks them to give more and get less.”

**First Vice President Gerald Brown** echoed that urgency.

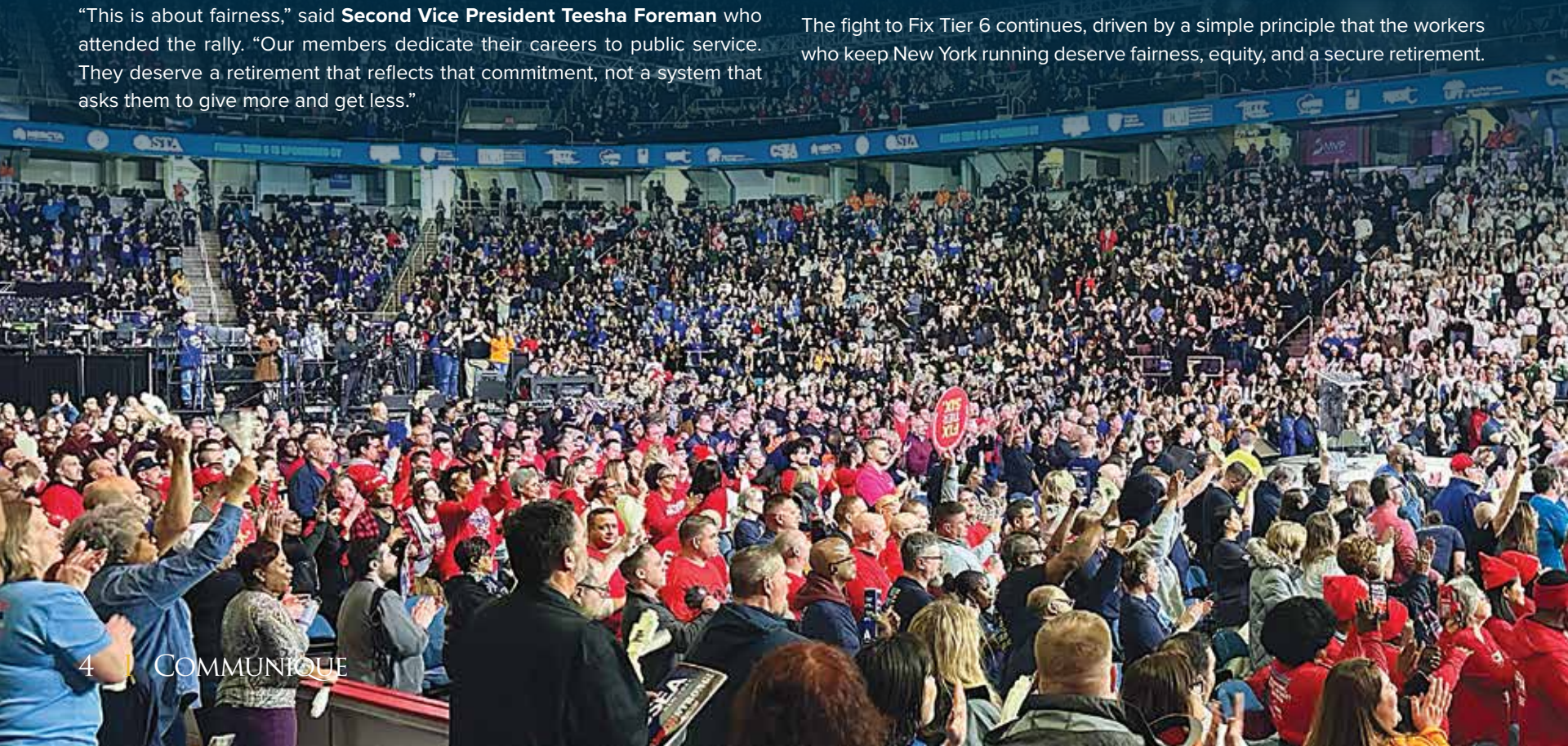
“Tier 6 sends the wrong message to the workforce of today and tomorrow,” he said. “If we want to attract and keep talented public servants, we need a system that values their work and provides real security for their future.”

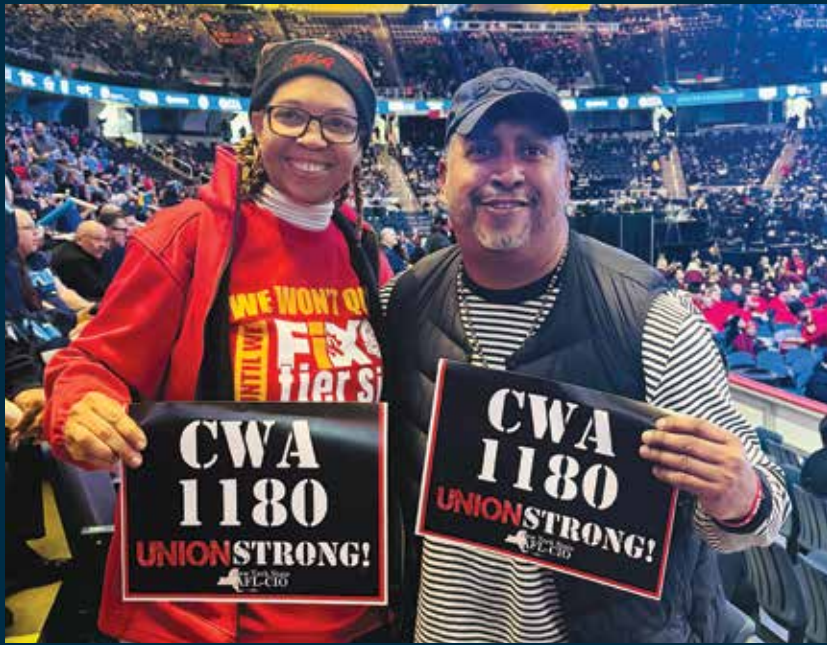
Union leaders and members rallied around key demands, including lowering employee contribution rates, reducing the retirement age, and creating parity with earlier pension tiers. The message resonated throughout the arena and beyond as labor leaders from across the state, including CWA District 1, NYSUT, PEF, and the NYS AFL-CIO, stood united in calling for reform. The presence of state leaders, including Gov. Kathy Hochul and Comptroller Tom DiNapoli, underscored the importance of the issue as budget negotiations continue in Albany.

But for Local 1180, the rally was not the finish line, it was a call to keep pushing.

“Our work is not done,” Foreman said. “We have to keep raising our voices until we see real reforms in this year’s state budget. When we stand together like this, we show exactly what union strength looks like and that’s how we win.”

The fight to Fix Tier 6 continues, driven by a simple principle that the workers who keep New York running deserve fairness, equity, and a secure retirement.





VIEW  
FULL  
GALLERY





# Local 1180 Hosts **LEGISLATIVE** *breakfast*

VIEW  
FULL  
GALLERY





## Strengthens Ties with City Council

The conversations that shape policy don't happen in a vacuum—and CWA Local 1180 is making sure its members are part of them.

Union leadership, members, and elected officials came together for a focused discussion on the future of New York City's workforce, with Local 1180 laying out a clear and urgent legislative agenda for the year ahead. The union's Legislative Breakfast, held March 10 at the Moxy NYC Downtown, created space for direct dialogue between those who make decisions and the workers who feel their impact every day. This is the second year the Local has hosted this event in order to help connect some of the union's most active members with the City's top Council leaders.

At the center of the conversation were the priorities that matter most to Local 1180's more than 9,000 members, workers who deliver essential public services across the city. These include enforcing pay equity reporting, protecting civil service titles and promotional pathways, strengthening collective bargaining rights, advancing pay transparency legislation, and defending workers from harmful federal actions.

"This is about making sure our members' voices are heard loud and clear," said **President Gloria Middleton**. "The people who keep this city running deserve a seat at the table when policies are being shaped, and that's exactly what we're doing. Local 1180 has always been a leading voice for the working, middle-class family and with new Council Speaker Julie Menin at the helm, we wanted to make sure the newest leadership understands that we play an important role in helping shape the future of workers."

**Secretary-Treasurer Robin Blair-Batte** reinforced the union's commitment to fairness and accountability. "Every priority we're advancing comes back

to equity," she said. "Whether it's closing pay gaps or protecting career pathways, we are pushing for policies that ensure our members are treated fairly and have the opportunity to succeed."

One of the key issues highlighted was the need to enforce existing pay equity laws, including the release of the overdue 2025 citywide report required under Local Laws 18 and 27. Union leaders stressed that transparency is essential to identifying disparities and driving meaningful change.

Beyond the policy discussion, the event provided an important opportunity for members to engage directly with elected officials, putting real faces and real experiences behind the issues being debated. Those conversations are critical to building the partnerships needed to move legislation forward.

"These are challenging times, but they also present an opportunity to strengthen the partnerships that move our city forward," Middleton added. "We are committed to working with City leaders to advance policies that support working families and protect the services New Yorkers rely on every day."

By bringing members into direct conversation with policymakers, Local 1180 continues to ensure that the voices of working people are not just heard but acted upon.

Council members who attended and pictured previous page: Farah Louis; Shirley Aldebol; Yusef Salaam; and Gayle Brewer. Pictured below clockwise from top left: Sandy Nurse and Lynn Schulman; Selvena N. Brooks-Powers, Speaker Menin, and Shirley Aldebol; Simcha Felder, Virginia Maloney, and Kamillah Hanks.



# BEHIND THE SCENES At the Heart of the City

## Local 1180 Members Recognized at QWL Ceremonies

Each year, Local 1180 proudly participates in New York City's Quality of Work Life (QWL) ceremonies, an opportunity to recognize members who go above and beyond in their roles as public servants. These ceremonies highlight the dedication, professionalism, and impact of City employees whose daily work helps keep New York running. For Local 1180 members, QWL is not just about recognition; it's a celebration of the essential contributions our workforce makes to the people of this city every single day. Congratulations to all union members for these recognitions.

"Administrative employees play an important role in keeping our City's agencies running every day. Whether you work in administration, asset management, communications, or other essential areas, your efforts help City government operate smoothly and continue to serve New Yorkers effectively," said **Local 1180 President Gloria Middleton**. "While much of this work takes place behind the scenes, it is absolutely essential to how the City functions each day. None of this could be accomplished without dedicated career civil servants like you, who show up every day prepared to work hard and do the job well."



**The Office of the NYC Comptroller** held its Employee Recognition Ceremony on Feb. 4.

**20 Years of Service**

Tamika Brunson  
Administrative Manager  
Virginia Hunt-Walker  
PAA

**25 Years of Service**

Crystal Windley-Milien  
Administrative Manager

**30 Years of Service**

Amy Lin  
Administrative Manager

**35 Years of Service**

Belinda Alvarado  
Administrative Manager  
Sharon Hepburn  
Administrative Manager



**OTI** held its Employee Recognition Ceremony on March 25.

**10 Years of Service**

Paul Simms  
Administrative Manager (NM)

**15 Years of Service**

Devon Francillon  
Computer Associate (Tech. Support)

Harriette Brown  
PAA

**20 Years of Service**

Lacy Grippo  
Admin Manager (NM)

Duane Saunders  
Admin Manager (NM)

Leslie Ann Morrisroe  
PAA



**Metropolitan Hospital** held its Employee Recognition Ceremony on March 27.

**25 Years of Service**

Theresa Pinto  
Coordinating Manager A  
Delly Myrlande  
Coordinating Manager A  
Shawn Seebrooks  
Coordinating Manager A  
Ivan Munoz-Wilson  
Coordinating Manager A  
Milagros Melendez  
Assistant Coordinating Manager

**30 Years of Service**

Richard Barriero  
Coordinating Manager B  
Migdalia Chacon  
Coordinating Manager B

**35 Years Of Service**

Sonia Ledesma  
Pena Coordinating Manager B





## GLORIA MIDDLETON

### Women's History Month: Honoring Progress, Fighting for What's Next

Women's History Month is not just a celebration; it is a recognition born out of struggle.

What began as a local observance and grew into a nationally recognized month was never about simply marking time on a calendar. It was about correcting a history that too often left women out. It was about making sure the contributions, sacrifices, and achievements of women were not overlooked, erased, or forgotten.

That is exactly why it remains so important today.

Even now, women's stories are still being written. Progress is still being fought for. And the need to recognize, uplift, and invest in women across every profession, every community, and every level of leadership has not gone away.

We honor Women's History Month because the rights women have today were not given to us. They were fought for and won.

---

**We're not just raising our voices. We are making change. We are working with city and state leaders to ensure our members, and all women, are paid fairly and equitably. We are working to remove barriers that prevent women from advancing.**

---

We stand on the shoulders of women like Susan B. Anthony and Sojourner Truth who demanded a voice when women had none. Women like Shirley Chisholm, the first Black woman elected to Congress and the first to seek a major party's nomination for President. Women like Dolores Huerta who organized and fought for workers' rights, and Ruth Bader Ginsburg who spent her life advancing gender equality under the law.

That legacy has continued in more modern times. From Geraldine Ferraro who made history as

the first woman to run for Vice President of the United States, to former Vice President Kamala Harris who broke barriers at the highest levels of government and ran for President, women have continued to redefine what leadership looks like in this country.

Here in New York, that progress is visible and meaningful.

The New York City Council now has more women serving than ever before. Both the current and immediate past Council Speakers are women—leaders shaping policy, driving change, and representing the voices of New Yorkers. At the state level, women hold the highest offices: Gov. Kathy Hochul, Attorney General Letitia James, and Senate Majority Leader Andrea Stewart-Cousins.

These milestones matter. They reflect years of advocacy, persistence, and collective effort. They show what is possible when barriers are broken, especially when women of color rise to lead at the highest levels.

Women's History Month is not just about celebrating progress, however. It is also about confronting hard truths.

Recent reporting has forced a painful but necessary conversation within the labor movement. Allegations brought forward in a 2026 investigation detail claims that César Chávez—an iconic labor leader who helped transform workers' rights in this country—abused women and girls during his time leading the United Farm Workers. This news was difficult to hear and digest.

Chávez's contributions to the labor movement are undeniable. But no legacy, no matter how impactful, can excuse harm or silence survivors.

As a labor movement, we must be clear: we can honor the progress that was made while also standing firmly with women who come forward. We must ensure that our unions are not only strong, but safe. That leadership is not only powerful, but accountable. Real progress means standing with women, even when it's uncomfortable. In fact, we need to stand with and support each other especially when it's uncomfortable.

This also reminds us of something important. Movements are never about one person; they are built by many, often by women whose contributions have not always been fully recognized.

That is why we must continue to lift up women, not just in history books, but in real time. While women are leading at historic levels, too many are still fighting for fairness in their everyday lives, especially in the workplace.

The fight for equal pay for equal work is still very real. Local 1180 has been on the front lines of that fight in New York City. We have exposed pay disparities, taken action, and pushed for transparency and accountability. We know that women, especially women of color, continue to face inequities in pay, promotions, and opportunity and we are doing something about it.

We're not just raising our voices. We are making change. We are working with city and state leaders to ensure our members, and all women, are paid fairly and equitably. We are working to remove barriers that prevent women from advancing. And we are in the trenches every day, pushing legislation and policies that will protect and strengthen women's rights in the workplace.

That is why this work matters and that is why this month matters.

Women's History Month reminds us that recognition is not enough. We must continue to act. We must lift up women. Support women in leadership. Create clear pathways for the next generation. Challenge inequities wherever they exist. And stand together to ensure that fairness, respect, and opportunity are not just ideals but realities.

Local 1180 will continue to lead that fight because the history we honor today is the foundation for the progress we demand tomorrow.

# POW Voices



Member-at-Large Rosario Roman  
as Lolita LeBron



Member-at-Large Amica Benjamin  
as Angela Davis



Shop Steward Paula Flynn  
as Eleanor Roosevelt



Staff Rep Theresa Pinto  
as Rita Moreno



Dr. Dawn Rowe, Founder of  
Girl Vow and guest speaker



Dian Duke,  
Retired DEP Shop Steward

## Women's Committee Brings HerStory Month to Life

The power of women's voices, past and present, took center stage this March as the Women's Committee hosted a meaningful Women's HerStory Month celebration and honored a leader whose impact continues to shape Local 1180 today.

Held in recognition of Women's History Month, the event brought members together to reflect on the resilience, courage, and achievements of women who have paved the way across generations. The program highlighted the stories of trailblazers whose legacies continue to inspire the fight for equality, justice, and opportunity for all.

During the March membership meeting, Women's Committee members delivered powerful remarks on a range of influential women, including Harriet Tubman, Elizabeth Hobbs Keckley, Eleanor

Roosevelt, Angela Davis, Rita Moreno, Lolita Lebrón, and Dr. Dawn Rowe. Each story served as a reminder that progress is driven by those willing to challenge the status quo and push forward, even in the face of adversity.

From Tubman's fearless leadership on the Underground Railroad to Keckley's journey from enslavement to becoming a successful entrepreneur and confidante to First Lady Mary Todd Lincoln, the presentations underscored the strength and determination that have defined women's contributions throughout history. Members also reflected on the advocacy and influence of Eleanor Roosevelt, the unapologetic activism of Angela Davis, the groundbreaking achievements of Rita Moreno in entertainment, and the political courage of Lolita Lebrón.

"Women's HerStory Month is about more than looking back; it's about recognizing the strength, resilience, and leadership that women continue to show every single day," said **Women's Committee Chair Debra Busacco**. "These stories remind us of how far we've come, but also how important it is to keep pushing forward together."

**Co-Chair Shakima Ivory** emphasized the importance of connecting history to the present-day labor movement. "The women we honored didn't wait for change—they created it," Ivory said. "That same spirit lives in our union today. It's in the work we do, the voices we raise, and the support we give one another as we continue to fight for equity and respect on the job."

Equally important was the recognition of women within the labor movement and our own union

# HER

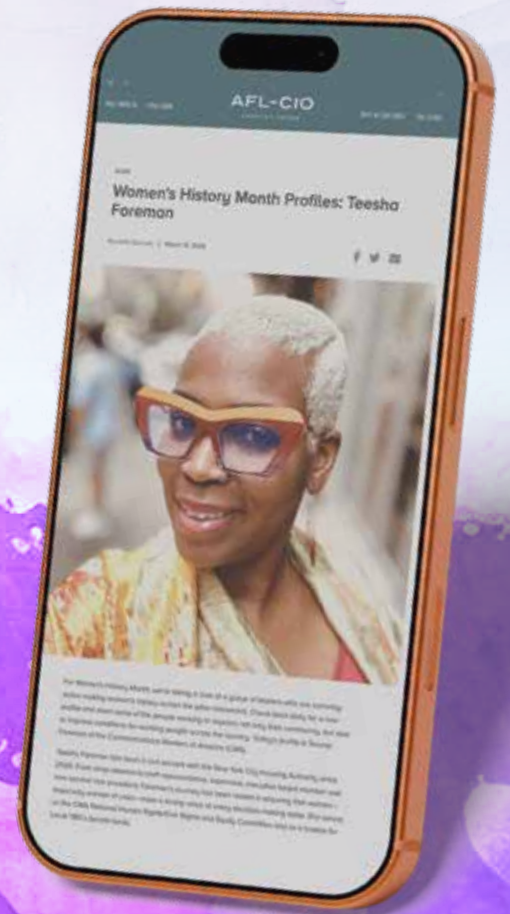
of

NYS AFL-CIO  
SPOTLIGHTS

## Teesha Foreman



Women's Committee Secretary Dorothy Regina Bunche, NYCHA Shop Steward and Honoree Paula Flynn, Dept. of Finance Shop Steward Karen Smith, Staff Rep and Women's Committee Co-Chair Shakima Ivory, and Member-at-Large Helen S. Jarrett



family. The inclusion of Dr. Rowe highlighted the ongoing work of union women who continue to lead, organize, and fight for fairness in the workplace.

A special moment of the meeting was dedicated to honoring **Paula Flynn**, (Admin Manager—NYCHA) a leader who exemplifies what it means to lead, inspire, and prevail. Flynn's commitment to the union and its members has made a lasting impact, and the recognition served as a fitting tribute during a month dedicated to celebrating women's achievements.

"Paula Flynn represents the very best of what this union stands for," Busacco added. "Her leadership, her dedication, and her unwavering commitment to our members make her truly deserving of this recognition."

The Committee also recognized retiring member and activist Dian Duke for her commitment to labor, the union, the Women's Committee, and all members.

The Women's Committee's HerStory Month celebration was more than a reflection on the past—it was a call to action. It reinforced the importance of continuing to uplift women's voices, support women leaders, and ensure that the next generation has the opportunity to build on the progress that has been made.

As Local 1180 continues to move forward, the message from the event was clear: when women lead, organize, and stand together, there is no limit to what can be achieved.

CWA Local 1180's own Teesha Foreman was recently recognized by the AFL-CIO as part of its Women's History Month profiles, highlighting leaders making an impact across the labor movement. A longtime civil servant with the New York City Housing Authority, Teesha has risen through the ranks of our union—from shop steward to second vice president—championing equity and ensuring that women, especially women of color, have a strong voice at every level of leadership.

Read more about Teesha's story and her work in the labor movement: Read the full profile at [aflcio.org/2026/3/31/womens-history-month-profiles-teesha-foreman](https://aflcio.org/2026/3/31/womens-history-month-profiles-teesha-foreman)

STILL  
S

# FIGHTING STILL STANDING



## Local 1180 Leads the Charge on Equal Pay Day

Twenty years of showing up, speaking out, and demanding something that never should have been up for debate—equal pay for equal work.

Yet, on Equal Pay Day 2026, Local 1180 members once again stood alongside advocates, elected officials, and labor partners to demand an end to the persistent gender pay gap that continues to hold women—especially women of color—back.

At the annual rally, hosted in partnership with PowHer New York and joined by top City and State leaders, the message was clear: progress has been made, but the fight is far from over.

“Equal Pay Day is not just a date on the calendar,” said **Local 1180 President Gloria Middleton**. “It is a reminder that women still have to work almost three entire months into THIS year to earn what men made LAST year.”

That reality has only become more urgent. As Middleton pointed out in her remarks, this year’s Equal Pay Day falls even later, evidence that progress is not guaranteed and, in some cases, is slipping backward.

For Local 1180, this issue is deeply personal. The union represents nearly 9,000 workers—most of them women and women of color—who perform

critical roles across New York City agencies and nonprofit organizations. These are the administrative professionals who keep programs running, support frontline services, and ensure government works for New Yorkers every day.

“The pay gap is a serious problem. I want to be clear though that this pay gap didn’t just happen overnight. It comes from years of undervaluing women’s work. It comes from barriers to promotion. It comes from bias, sometimes obvious, sometimes hidden,” Middleton said.

The numbers tell a stark story. While women overall earn about 87 cents for every dollar earned by men, the gap is even wider for Black women and Latinas, making equal pay not just a gender issue, but a racial justice issue as well.

So, when we talk about equal pay, we are also talking about racial equity and we cannot separate the two.

“Far too often, women are told to wait their turn, to be grateful, and not to ask for more. We’ve become accustomed to staying in our lane for fear of being fired if we push for pay equality,” she said.

**Secretary-Treasurer Robin Blair-Batte** brought that reality into sharp focus, detailing how Local 1180 has not only raised awareness around pay inequity but taken action.

“What we are talking about today — equal pay — is not just a talking point. It is real; it is personal; and for far too many of our members, it has been painful,” Blair-Batte said.

In 2013, the union uncovered systemic pay discrimination within New York City agencies, particularly in the Administrative Manager title. Women of color were earning nearly \$16,000 less than their white male counterparts performing the same work.

“Same title. Same responsibilities. Different pay,” Blair-Batte said. “When the workforce changed,

the pay dropped. Let’s call that what it is: systemic discrimination.”

That case ultimately led to a \$15 million settlement for affected members—but more importantly, it sparked broader reform efforts that resulted in the passage of Local Law 18. The law requires city agencies to report on pay disparities, providing critical data to identify and address inequities.

“You cannot fix what you do not measure,” Blair-Batte said. “For too long, this inequity was hidden. Now we have the tools to expose it, but tools only work if we use them.”

The rally also highlighted the need for continued legislative action, including stronger pay transparency laws, fair compensation for care workers, and policies that expand access to higher-paying career opportunities.

Speakers, including New York State Attorney General Letitia James and City Council Speaker Julie Menin, joined Local 1180 and PowHer NY in calling for urgency and accountability in closing the gap once and for all.

But for Local 1180, Equal Pay Day is not just about policy, it’s about people.

“It affects families. It affects communities. It affects the future of our workforce,” Middleton said. “When women are paid fairly, everyone benefits.”

As the rally concluded, one message echoed loud and clear: this fight is not over.

“Equal pay is not optional. It is not negotiable. It is a right,” Blair-Batte said. “And Local 1180 will continue leading the charge until equal pay is not something we rally for but something every worker can count on.”

After 20 years, one thing remains certain: when workers stand together, speak out, and refuse to back down, change happens.



VIEW  
FULL  
GALLERY





# Understanding Your Rights:

## ADA, Accommodations, and Medical Leave for Local 1180 Members in the Private, Non-Profit, and Public Sectors

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

Last issue, we covered disability-related protections for public sector members under Section 72 of the Civil Service Law and H+H Regulations. For our private sector and non-profit members, the framework is different, but the core principle is the same: your employer cannot simply remove you from work or push you out because of a medical condition without first addressing your rights. Importantly, these protections are not limited to one sector—the rights discussed here also apply broadly to our public sector members.

Every Local 1180 member is covered by a **Collective Bargaining Agreement (CBA)**, and that is your first and strongest source of protection. Our contracts often go beyond federal and state law by providing clearer procedures, stronger job protections, and enforceable rights through the grievance and arbitration process. That said, each contract is different. You should always review your specific agreement and contact your union representative to understand the protections that apply to you.

Federal law, primarily the **Americans with Disabilities Act (ADA)** and, where applicable, the **Family and Medical Leave Act (FMLA)** sets the baseline. Under the ADA, your employer cannot discriminate against you because of a disability and must provide a reasonable accommodation if you need one to perform the essential functions of your job. Once you inform your employer that you have a medical condition and need a change at work, they must engage in an interactive process with you to identify a workable solution. This requires good faith. Delays, silence, or automatic denials can violate both the law and your contract.

A reasonable accommodation can include changes such as modified schedules, remote or hybrid work where feasible, time off for treatment, temporary adjustments to duties, additional breaks, or changes to how your work is performed. The goal is to allow you to continue working. Your employer does not have to provide your preferred accommodation, but they must seriously consider effective alternatives.

**There is one limit:** your employer is not required to provide an accommodation that creates an undue burden (also called undue

hardship). This means significant difficulty or expense when considering the employer's size, resources, and operations. However, employers must be able to explain this with facts, not assumptions. Many accommodations are low-cost and reasonable, and blanket denials often do not meet this standard.

If your condition prevents you from working for a period of time, you may also have rights under the FMLA, which provides up to 12 weeks of unpaid, job-protected leave with continued health benefits. But again, your CBA may provide stronger protections, including paid leave or extended coverage. Your state may also have additional leave (we will cover this on another issue). But even if you are not eligible for FMLA, or once that leave ends, your rights do not stop. The ADA may still require additional leave, a modified return-to-work schedule, or other accommodations.

Your employer cannot ignore your request, rely on stigma or assumptions, or retaliate against you for asserting your rights. When you are covered by a union contract, these actions may violate both the law and your CBA.

If your employer fails to meet these obligations, you have options. You can enforce your rights through your union by filing a grievance under your contract, if applicable. You may also file a complaint with the Equal Employment Opportunity Commission (EEOC) or a state or local agency, such as the New York State Division of Human Rights, depending on your situation. These processes can move in parallel, and your union can help you evaluate the best approach.

You can protect yourself by putting requests in writing, keeping records of all communications, and responding to reasonable requests for medical documentation. Most importantly, involve your union early. These cases are often won or lost at the beginning, when the employer is deciding how to respond.

If you believe you are being discriminated against, targeted, or retaliated against because of a disability, call your union. You do not have to navigate this alone. We are here to enforce your rights, hold employers accountable, and protect your job, your dignity, and your future.

### Employers Can't:

- Ignore your request**  
Your employer must respond. Silence or inaction can violate the law and your contract.
- Delay or stall**  
Unreasonable delays can be treated as a denial of your rights.
- Automatically deny**  
Every request must be considered individually. Assumptions are not facts.
- Refuse to engage**  
They must participate in the interactive process in good faith to find a solution.

### Protect Yourself:

- Put it in writing**  
Clearly document your request and why you need an accommodation.
- Keep records**  
Save emails, notes, and any communications. Details matter.
- Respond to requests**  
Provide reasonable medical documentation when asked, in a timely manner.
- Involve your union early**  
Don't wait. Early action can make a critical difference.



## TEESHA FOREMAN

### Stronger Together Starts With Showing Up!

Let's talk honestly for a moment.

Most of us believe in our union. We rely on it. When something goes wrong at work, we expect the union to be there—and it usually is.

But lately, we've seen something we need to address together as a membership: turnout and engagement have been lower than they should be. This isn't about pointing fingers. Life is busy. Schedules are demanding. We all have responsibilities outside of work. But a strong union depends on more than belief; it depends on participation.

The truth is simple: **we are the union.**

Not just the Officers. Not just the Shop Stewards. Not just the familiar faces at meetings. Every dues-paying member plays a role in shaping who we are and what we can become. When

---

**A union is not strongest when a few people do all the work. It's strongest when members are informed, involved, and invested in one another.**

---

only a small percentage of members show up, those voices carry the weight for everyone and that limits our collective power.

Now imagine something different. Imagine what we could accomplish if more of us were involved. There'd be more ideas, more energy, more unity, more strength. We don't just want members to show up; we want members to be heard.

That's why we're asking you directly: What do you want from your union?

Do you want more training opportunities, whether it's understanding your contract, handling workplace issues, or preparing for leadership roles? Are there events or activities you'd like to see that bring members together outside of work? Are there workplace concerns that aren't getting enough attention? Do you feel informed or do we need to improve how we communicate?

These aren't rhetorical questions. We want real answers. And the best place to start is by showing up.

Our next in-person General Membership Meeting will be held on May 20, 2026, at 6 p.m. in Queens. This is your opportunity to ask questions, raise concerns, share ideas, and hear directly about what's happening in your union. Food will be served, and you'll have the chance to connect with your Officers, Staff Representatives, and fellow union siblings. You can also meet and learn more about the committees that help drive our work, including the Civil Rights & Equity Committee, Women's Committee, Men's Committee, Hispanic Heritage Committee, and many others.

Meetings like this are where real progress begins. Ideas shared in these rooms often lead to new initiatives, stronger protections, and better outcomes for members. Whether it's raising a workplace issue, learning about your benefits, or simply staying informed, your presence makes a difference.

We're also excited to introduce our newest committee: Next Wave. This group is focused on engaging members ages 25–40, bringing fresh ideas, new energy, and helping build the next generation of union leadership. If you fall into that group, a survey is out now—and we want to hear from you. What matters to you? What would make you more involved? What do you want your union to look like moving forward? You never know—our next leader could be you.

At the same time, we recognize the value of experience. Our longtime members have built the foundation we stand on today. By bringing newer members together with those who have years of knowledge and perspective, we create a stronger, more connected union—one that learns from the past while preparing for the future.

And to be clear, this isn't just about one group. It's about strengthening

our entire union by making sure every generation has a voice and a place to get involved.

If you've never attended a meeting, come check one out. No pressure—just listen, ask a question, and see what it's about. If it's been a while, come back. Your experience and perspective still matter. If you're already active, bring someone with you. A simple invitation can make all the difference.

We are continuing to build more opportunities for training, activities, and member engagement, but we don't want to guess what you need. We want to hear it directly from you. A union is not strongest when a few people do all the work. It's strongest when members are informed, involved, and invested in one another.

So here's the call to action: Show up. Speak up. Reach out. Attend the May 20 meeting. Take the Next Wave survey. Share your ideas. Talk to a Shop Steward or a union Officer. Get involved in whatever way works for you.

The future of this union isn't decided by a handful of people—it's shaped by all of us. Let's make sure every voice has a place in it.



# MEMBERS IN ACTION



**No Kings Day** Local 1180 members joined thousands in the streets for the No Kings Day rally on March 28, standing united to defend working families and speak out against attacks on workers and communities. Wearing red and raising their voices together, members made it clear: no thrones, no crowns, no kings, just solidarity and collective action. When our families are under attack and costs are pushing people to the brink, silence is not an option. We will defend ourselves and our communities against this administration’s unjust acts of violence.



**Gathering for a Purpose** A small but powerful Local 1180 delegation attended this year’s Black Puerto Rican Hispanic Asian Legislative Conference in Albany for engaging workshops, meaningful activities, and opportunities to connect with policymakers from across New York State. The Caucus brought members together to discuss governance, resource equity, and policies that strengthen communities, support economic and social progress, and improve quality of life for all New Yorkers. Thanks to Local 1180 Legislative Coordinator John O’Malley for being a wonderful host, and to First Vice President Gerald Brown for ensuring members took full advantage of the conference. Pictured top: **Elaine Blair** (Assistant Director—H+H) and **Member-at-Large Amica Benjamin** with gubernatorial running mate Adrienne Adams; Bottom: **Member-at-Large George Johnson** with Blair at the Dinner Gala.







**What An Honor** Edward Yood was honored by the Department of Sanitation for 50 years of service to the City of New York in a ceremony on Jan. 16. He was joined by colleagues **Annette M. Wesley** who was honored for 35 years of service and **Thelma J. Brown**, honored for 30 years of service. Pictured with them is Supervisor of Staff Reps Desiree Waters.



**Labor-Management Meeting** Local 1180 and H+H Metropolitan leadership came together for a recent Joint Labor-Management Committee meeting, where **Staff Representative Theresa Pinto** and **Doreen Dixon**, (Shop Steward and Metropolitan Coordinating Manager Level A) met with management to address workplace issues collaboratively. Held monthly, these meetings foster open communication, allowing both sides to share updates, clarify expectations, and resolve concerns before they escalate into formal disputes. Discussions focused on improving health and safety, addressing staffing and workload challenges, and supporting policy, training, and professional development, ensuring a proactive, problem-solving approach to better working conditions for all members.



**Stay Safe** Local 1180 Staff Representatives and Officers gathered to wish District 1 Representative Luis Benitez-Burgos, Esq. well as he begins a one-year leave to serve our country in the armed forces as a Captain in the U.S. Army JAG Corps and will be deploying in support of military operations abroad. Pictured are **Second Vice President Teesha Foreman**, **Supervisor of Staff Reps Desiree Waters**, and **Staff Representatives Shakima Ivory, Terrence Mitchell, Romano Jones, and Stephanie Miller**.



**Remembering MLK** Shop Steward **Rhonda Joseph** (DOHMH) and **Pranshanta Oneal** (PAA 1—DOHMH) connected with CWA National PHEW Vice President Margaret Cook and Sylvia Joseph, Chief of Staff to CWA President Claude Cummings, at the Martin Luther King AFL-CIO Human Rights Conference in Baltimore earlier this year. The gathering brought together labor leaders and activists from across the country to advance civil rights, equity, and worker justice, highlighting the important role Local 1180 members play in the broader labor movement.



**Sock Drive** The Women's Committee once again ran a highly successful sock drive during the 2025 holiday season, donating the collected items to Military Women Supporting One Another, Inc., a charitable organization dedicated to empowering women veterans and service members, with initiatives focusing on fostering connection, mental health resources, and peer support. A portion of the 600 pairs of socks was donated to the NYC Department of Veterans Affairs. **Member-at-Large Shakima Ivory** said Local 1180 members really stepped up to the plate to help others during the holidays. "This year's donation was much larger than we expected but we are obviously thrilled by the amount we received," she said. "Thanks to everyone who went out of their way to enhance the holidays for our Veterans groups."

Strong unions don't happen by chance—



# STEPPING UP TO LEAD:

## Shop Stewards Build Power at 2026 Boot Camp



That was the driving force behind CWA Local 1180's Shop Steward Boot Camp, held on March 21, where union leaders from across agencies came together for a full-day, mandatory training designed to sharpen skills, deepen knowledge, and strengthen the union's ability to deliver for its members. From the opening session led by President Gloria Middleton, the message was clear: strong stewards are the backbone of a strong union.

"Shop Stewards are the first line of defense for our members," said **President Gloria Middleton**. "When our stewards are prepared, informed, and confident, our entire union is stronger. This Boot Camp was about making sure they have the tools they need to stand up, speak out, and win."

The day was packed with interactive workshops and real-world scenarios that pushed participants to think critically, act decisively, and communicate

effectively on behalf of their coworkers. Sessions focused on everything from contract enforcement and labor relations to handling workplace issues in real time and preparing for complex cases.

Stewards participated in skill-building exercises like "Testing Your Skills" and "Thinking on Your Feet," where they worked through case studies and practiced responding to workplace challenges. They also strengthened their understanding of policies, communication strategies, and the critical role they play in protecting members' rights on the job.

But the training went beyond workplace representation.

A major focus of the Boot Camp was building steward power through organizing and political action. Sessions on workplace mapping, leadership

—they’re built by prepared, confident leaders on the front lines.



**SCAN  
TO VIEW  
FULL  
GALLERY**



development, and member engagement reinforced that being a Shop Steward isn't just about solving problems—it's about building unity and mobilizing members to take action.

**Second Vice President Teesha Foreman**, who helped lead the day's activities and wrap-up, emphasized the importance of turning knowledge into action.

"This training is about more than information; it's about empowerment," Foreman said. "We're building leaders who know how to organize their workplaces, engage their coworkers, and move people to action. That's how we build real power as a union."

Stewards were encouraged to step into that leadership role by actively engaging their workplaces, mobilizing coworkers, participating in borough

committees, supporting elections, and showing up for rallies and union actions. The Boot Camp also connected day-to-day workplace issues to the bigger fight for fairness and equity. Legislative briefings highlighted ongoing efforts around pay equity, transparency, and workplace protections—reminding stewards that advocacy doesn't stop at the worksite.

Throughout the day, one theme remained constant: preparation builds power. By the time the final session wrapped, stewards walked away not just with information, but with practical tools, renewed energy, and a stronger sense of purpose. They left better equipped to advocate, organize, and lead—ready to take on the challenges facing members across the City.

When Shop Stewards step up, the entire union moves forward.

# M<sup>3</sup> Technology Awards \$10,000 in College Scholarships

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

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

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

"We are blessed to be able to offer these 10 scholarships as a means of helping offset the cost of college expenses. Higher education has become unattainable for so many of our members and wherever we can make a difference, I'm glad we are able to do so," Middleton said. "This partnership with M3 enables us to ease the burden that comes with college tuition."

**Yafa Shevlin**, Assistant Director — H+H Gouverneur Health Care, was one of the members who won a scholarship for her daughter Rivka.

"We were absolutely surprised when we won and so very happy. It was a small taste of winning the lottery, the kind of thought that is always wishful thinking, but it actually came true for our family," Shevlin said. "My daughter is pursuing a degree in Accounting at Brooklyn College. She is very consciences about managing money and this award was a real win fall for us. The money is in the bank, waiting for next semester. We are so very thankful to CWA 1180!"

**Admin Manager Jacqueline Roberts** was one of the members who received the scholarship for herself, admitting that she thought it was a mistake when she was notified she was a scholarship winner. Roberts is pursuing a BA in Disability Studies with a concentration in Intellectual/Developmental Disabilities.

"I learned about the scholarship through the 1180 benefit correspondence. Previously, I applied on behalf of my children and nephew when they were in college, but unfortunately, they did not receive the award. I decided to pursue the opportunity for myself," she said.

Roberts' lifelong passion is to help others. She believes that by furthering her knowledge in disability studies, she can enhance her advocacy efforts and provide resources not only for individuals with special needs but also for those who are less fortunate or unaware of available resources.

After graduating in 2022 with an online certificate in Public Administration and Public Policy, she felt compelled to do more. Following the retirement of her supervisor, Roberts was recommended for the position and was subsequently promoted from Deputy Director to Director of Equal Opportunity for the Workforce Innovation and Opportunity Act (WIOA) Unit.

"With a new role, I wanted to expand my knowledge and be able to support our youth," Roberts said. This scholarship will allow her to continue pursuing the degree she needs to do just that.





Jorge

Toni Barbara Lee



Luciana Bell



Muse Ara

Jacqueline Roberts



Carley J. Nadal



Student

Arianna Mando

Luciana Bell

Toni Barbara Lee

Yafa Shevlin

### Congratulations to the 2026 Winners

Local 1180 member names are those in bold

**Winner/Member: Muse Ara**  
PAA — NYCHA

**Winner/Member: Luciana Bell**  
PAA — DOT

**Winner/Member: Jacqueline Roberts**  
Admin Manager — DYCD

**Winner:** Jarid Charles  
**Member: Yeneque C. Charles**  
Malcolm Charles (father attended)  
PAA — FISA-OPA

**Winner:** Chinedu Ilo  
**Member: Sharon Ilo**  
Assisting Coordinating Manager —  
H+H-Jacobi Medical Center

**Winner:** Carl Jennings  
**Member: Keecha Skyers**  
PAA — NYCERS

**Winner:** Toni Barbara Lee  
**Member: Veronica M. Windley**  
Admin Manager —  
Department of Buildings

**Winner:** Arianna Mando  
**Member: Milagros Jorge**  
Admin Manager —  
Department of Transportation

**Winner:** Carly J. Nadal  
**Member: Christina Carlo**  
Admin Manager — DOC

**Winner:** Rivka Shevlin  
**Member: Yafa Shevlin**  
Assistant Director —  
H+H Gouverneur Health Care

# From Targeted to Trusted:

## How One Member's Fight Strengthened the Entire Shop

When management pushed too far, CWA Local 1180 members at the National Domestic Workers Alliance (NDWA) didn't just push back, they organized, mobilized — and won.

At the center of it all was **Micky Jordan**, a graphic designer who never expected to become a Shop Steward. Like many members, Jordan didn't fully grasp the power of the union until he needed it.

"The backbone of any strong union is its Shop Stewards. These rank and file leaders are the ones who have their finger on the pulse of our member's needs, advocate for them during disciplinary action, and organize their unit when it's time to band together," Jordan said.

Jordan came to NDWA with a background in nonprofits and community organizing, but no prior union experience. At first, union membership didn't feel particularly relevant.

"I didn't internalize it as a thing I might need, our team was really healthy, at the beginning. I knew other people were having issues at work, but they weren't affecting me," he said.

However, that all changed in spring 2024.

A major organizational restructuring reshuffled roles and brought in a new supervisor, one already known among staff for problematic behavior. Jordan and his coworkers immediately raised concerns, submitting a detailed three-page letter to management.

"When we first saw the restructure plan, we were upset about it and wrote a three-page letter to management describing our concerns," he said.

But the warning went ignored. What followed was a rapid decline in workplace conditions. After years of positive evaluations, Jordan suddenly found himself targeted.

"Before I had her as my supervisor, I felt good about my job and myself, I felt good about being here, but from the time she was in charge and supervising me I felt increasingly more anxious, depressed and enraged," he said.

That's when Local 1180 stepped in.

Shop Stewards worked alongside Jordan, escalating concerns to Human Resources and

filing grievances. But as Steward Summer Kim put it, "Ultimately HR is their to protect NDWA, not staff. So for me the union was the only way to address these issues. I felt like the union was the only avenue to deal with the situation, there was no other way to address Micky's issues."

---

**"The backbone of any strong union is its Shop Stewards. These rank and file leaders are the ones who have their finger on the pulse of our member's needs, advocate for them during disciplinary action, and organize their unit when it's time to band together."**

---

Recognizing the problem extended far beyond one person, the unit organized. A letter detailing widespread concerns was sent to leadership and later to the Board of Trustees—signed by 95% of members. Within days, the manager was gone.

But the fight wasn't over. Amid ongoing contract negotiations, another shock hit: a planned layoff of 28% of staff. Jordan was on the list.

"When we got the emails [announcing the layoffs], I was stressed, because of the economy. At first, I didn't believe that we could save the jobs, but I was down to do whatever we could, as the Union."

And that's exactly what they did.

The unit sprang into action—organizing town halls, launching petitions, and staging a nationwide 11-state picket. Negotiations intensified. Members prepared for a strike, even compiling detailed "to do" lists of their work to demonstrate the impact of a walkout. The message was clear: they were ready.

It worked.

Within days, an agreement was reached—saving one in three jobs slated for elimination. Jordan kept his job.

Not long after, as the dust settled, the shop moved into steward nominations. To Jordan's surprise, his name was put forward.

"I didn't expect it, but once it happened I thought 'why not? I can try!'"

For fellow **Shop Steward Tess Griffin**, it made perfect sense. "He took on a more leader role when we decided to write a letter the board. Micky became a big part of talking to people, advocating for himself and others. He was able to show people this wasn't just about him.

Today, as NDWA faces ongoing challenges in the nonprofit sector, its union members stand stronger—and more united—than ever. With new contract protections in place and a new generation of leadership stepping up, including Jordan, one thing is clear:

When members come together, they don't just survive — they win.



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)

**Lanisha Williams** is a dedicated, results-driven human services professional whose career reflects more than a decade of compassion, leadership, and excellence in service to vulnerable populations. With a strong foundation in psychology and social work, and extensive experience across social services, corrections, and community-based programming, she has built a reputation for delivering exceptional client-centered support with cultural competency and integrity where she has consistently demonstrated her ability to assess needs, resolve crises, advocate for clients, and guide individuals toward stability and long-term success. Having led reentry initiatives, facilitated employment-readiness programs, guided families through child welfare processes, conducted child protection investigations, worked alongside law enforcement and the court system, supported individuals facing mental health and substance use challenges, and collaborated with diverse community partners to achieve measurable outcomes, creating pathways for stability, empowerment, and strengthening communities has always been her commitment. Her work is marked by persistence, empathy, and the unwavering belief that every person deserves safety, dignity, and opportunity. She is known for going above and beyond, advocating for clients when they cannot advocate for themselves, building trust through patience and consistency, and empowering individuals to take the next steps toward their goals. Through every position she has held, one truth remains constant: Lanisha shows up for people. Her work is not just a career, it is her purpose.

**Kayla Blecherman** is a recent graduate of NYU with a BA in Public Policy and History. She is passionate about public service and brings experience working in legal advocacy, museum education, and community programming across New York City. She especially enjoys organizing museum trips for retirees and is dedicated to ensuring the 1180 retiree community has meaningful, accessible, and enjoyable opportunities to stay connected.

## Meet Our New LOCAL 1180 Retiree Division Staff Members



**LANISHA WILLIAMS**



**KAYLA BLECHERMAN**



**LUCIANA BELL**

## Meet the New LOCAL 1180 Manhattan BCCC Chair

**Luciana Bell** is the new Local 1180 Manhattan Borough Community Coordinating Committee (BCCC) Chair. She has dedicated nearly a decade of service to the City of New York, marking 10 years in August. Throughout her career, she has actively pursued professional and personal growth, taking advantage of numerous union-sponsored courses through DC 37, including Conflict Resolution, Inclusion & Awareness in the Workplace, and the Lillian Roberts Women's Leadership Academy.

Inspired by these experiences, Luciana furthered her education, earning an Associate of Applied Science in Public Policy and Administration from CUNY Hostos Community College in 2020. She went on to receive a Bachelor of Arts in Interdisciplinary Studies, with a concentration in Public Administration and Urban

Studies and a minor in Human Rights Studies, from CUNY City College in 2022. In 2025, she completed a Master of Arts in Urban Studies with a concentration in the labor workforce, along with an advanced certificate in Labor Relations from the CUNY School of Labor and Urban Studies—made possible through the educational benefits provided by CWA Local 1180.

Luciana currently serves as Chair of the MBCCC, a role she accepted to deepen her involvement in the Harlem community she has called home for over 20 years. She is committed to advocating for residents, fostering connections across generations, and encouraging greater engagement among younger community members. Through her leadership, Luciana aims to promote meaningful dialogue and support initiatives that contribute to the continued growth and improvement of the community.



# EXECUTIVE BOARD MEETING MINUTES

**Dec. 16, 2025**

Meeting called to order at 6:07 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, Rosario Roman, Dennis Vargas

**Excused**

Debra Busacco, Teesha Foreman, George Johnson

**PRESIDENT'S REPORT**

Minutes of the Oct. 23, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte, seconded by Helen S. Jarrett to approve. All in favor. Minutes approved.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting held on Oct. 23, 2025

10/24 — Attended and was honored at the NYC LCLAA Annual Awards Gala

10/28 — Chaired the CWA 1180 Trustees meeting

10/29 — Chaired the weekly staff and communications meetings; later that day, she participated in the CWA National Executive Board Meeting

10/30 — Attended the Black Institute – Bertha Lewis Retirement Celebration

11/3 — Attended the MLC Steering Committee meeting

11/5 — Chaired the weekly staff and communications meetings

11/7 — Participated in the CWA SIF and Growth Funds Committee meetings

11/12 — Chaired the weekly staff and communications meetings

11/17-11/21 — Participated in the National Domestic Workers Association (NDWA) contract negotiation meetings. She assisted with avoiding a strike and 27 layoffs. The tentative agreement includes a reduction in the layoffs to 12 and a severance package for those who were laid off.

11/20 — Participated in the CWA National Executive Board meeting.

11/21 — Attended the Eleanor's Legacy meeting to discuss the 2026 elections.

12/2 — Participated in the NYCE PPO Matters meeting, later that day, she participated in the Met Council meeting

12/4 to 12/11 — President Middleton and Trustees attended the Annual PEC Conference

12/11 — Attended the AFL-CIO Annual Celebration

12/15 — Participated in the MLC Steering Committee meeting, that afternoon she

attended Eleanor's Legacy Labor Lunch, later that day she participated in the MLC Officers Finance Meeting

12/16 — President Middleton participated in the MLC Executive Board meeting; later that day, she chaired the 1180 Executive Board meeting

President Middleton updated the Executive Board regarding the MLC Healthcare NYCEPPO proposal and the MLC election for a new chairperson. NYCEPPO will go into effect as scheduled on Jan. 1, 2026. Although elections were held for a new chairperson to replace Harry Nespoli, the MLC Executive Board did not elect a new chairperson during this meeting. The MLC Executive Board agreed to continue discussions and to conduct another election. She will keep us updated.

President Middleton distributed and discussed the (TAG) The Advance Group reports for November 2025.

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

President Middleton distributed and discussed the Tricomm Creative monthly reports dated November 2025.

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

**FIRST VICE PRESIDENT'S REPORT**

First Vice President Gerald Brown opened the discussion concerning statewide endorsements for the primary, which resulted in a motion by Helen S. Jarrett and seconded by Amica Benjamin to endorse the following candidates:

- Governor: Kathy Hochul
- Attorney General: Letitia (Tish) James
- Comptroller: Thomas (Tom) DiNapoli

Motion was carried unanimously.

Brown announced that there will be a "Fix Tier 6" rally in Albany held on Sunday, March 8, 2026. CWA 1180 will have a bus. More information to follow.

Additionally, he attended the following since the last Executive Board meeting: Staff meetings; trustee's meetings; and Minority Caucus meetings.

Motion was duly made by Rosario Roman, seconded by Carol Griffin to accept the First Vice President's report. All in favor. Motion carried.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman was excused from this meeting. She submitted the November staff representative report:

Appointments .....	1
Conference Calls .....	11
Counseling/Warning Sessions .....	6
Emails .....	1,099
Health & Safety Meetings .....	1
Hearing Preparation .....	6
Hearings .....	5

Hiring Pools .....	1
Investigative Hearings/Meetings ..	9
Labor Management Meetings .....	6
New Member Orientation .....	4
OATH .....	3
Off-site Member Meetings .....	2
OSI Interview (DOE) .....	1
Phone Calls .....	559
Shop Steward Meetings .....	2
Site Meetings .....	16
SNEO H+H New Member Orientation .....	1
Supervisory Conference .....	1
Walk-ins .....	1

**Site Meetings**

Dept. of Health & Mental Hygiene (11/3/25)

42-09 28th St., Queens

H + H Susan Smith McKinney (11/3/25)  
594 Albany Ave., Brooklyn

H + H Jacobi Medical Center (11/6/25)  
1400 Pelham Pkwy S., Bronx

Dept of Construction & Design — Virtual (11/10/25)  
30-30 Thomas Ave., Queens

Human Resource Solutions — Virtual (11/10/25)  
4 World Trade Center & 33 Beaver, New York

Dept. of Buildings — Virtual (11/13/25)  
120-55 Queens Blvd., Queens

DSNY (11/14/25)  
125 Worth St., New York

Administration for Children's Services (11/17/25)  
92-31 Union Hall St., Queens

Dept. of Aging — Virtual (11/17/25)  
2 Lafayette St., New York

Office of Labor Relations — Virtual (11/18/25)  
22 Cortlandt St., New York

HRA (11/19/25)  
505 Clermont Ave., Brooklyn

HRA - SNAP Clermont & I.T.S (11/19/25)  
505 Clermont Ave., Brooklyn

Fair Hearing Administration — Virtual (11/20/25)  
4 World Trade Center, 470 Vanderbilt Ave., 111 Livingston St., 240 Livingston St.

H + H Lincoln (11/20/25)  
234 E. 149th St., Bronx

Parks (11/24/25)  
24 W 61st St., New York

Manhattan DA, Borough President & Public Administrator Offices — Virtual (11/25/25)  
1 Center St., 1 Hogan Place & 110 Centre St., New York

Motion was made by Debra Paylor 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 November 2025. She advised

that the T.D. checking account has a balance of \$1,316,883.60 as of C.O.B. Dec. 15, 2025. Secretary-Treasurer Robin Blair-Batte reported that we currently have 98.6% of memberships cards on file.

Secretary-Treasurer Blair-Batte reported the following member activity for November 2025:

New Member Enrollments .....	5
Actives Deceased .....	0
New Retirements .....	19
Retirees Deceased .....	13
Total Active Members .....	8,510
Total Retired Members .....	6,930

Secretary-Treasurer Robin Blair-Batte presented and discussed the projected annual budget for Oct. 1, 2025-Sept. 30, 2026. The Executive Board gave approval to the President and Secretary-Treasurer to approve expenses up to \$10,000. Motion was made by Gerald Brown to accept the budget and as presented and approval for the President and Secretary-Treasurer to approve expenses up to \$10,000. Seconded by Amica Benjamin. Motion carried unanimously.

Motion was duly made by Amica Benjamin and seconded by Helen S. Jarrett to approve the Secretary-Treasurer's report. All in favor. Motion carried.

**RECORDING SECRETARY'S REPORT**

Recording Secretary Debra Paylor reported that she attended the following since the last meeting: International Foundation Educational Conference; Alliance of South Asian American Labor Convention; Earlene Powell's Retirement Celebration; AFL-CIO Annual Celebration; LCLAA Annual Event; Minority Caucus and PHEW meetings, Trustee meetings; General Membership; Borough and CWA 1180 Standing Committees.

Motion was duly made by Robin Blair-Batte, seconded by Dennis Vargas, to accept the Recording Secretary's report. Motion carried.

**MEMBERS-AT-LARGE REPORTS**

Members-at-Large attended the following meetings, trainings, webinars, events, and rallies 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) meeting, Coalition of Black Trade Unionists (CBTU), 1180 standing committees and Borough committees, QWL events, TRU Hearing webinar, SOMOS Conference, Earlene Powell's retirement celebrations.

Next meeting is scheduled for Jan. 22, 2026.

Motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to adjourn at 7:37 p.m. All in favor.

Respectfully submitted,

Debra Paylor, Recording Secretary



# EXECUTIVE BOARD MEETING MINUTES

**Jan. 22, 2026**

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

**Excused**

Debra Busacco, Shakima Ivory

**Absent**

Dennis Vargas

**PRESIDENT'S REPORT**

Minutes of the Dec. 16, 2025, Executive Board meeting were presented and reviewed. Motion was duly made by Helen S. Jarrett to approve minutes with necessary corrections. Seconded by Amica Benjamin. All in favor. Motion approved unanimously.

President Middleton recommended that Christopher Thomas from the Private Sector be appointed to fill the vacant Executive Board seat as a Member-At-Large, until the next election. Debra Paylor motioned that Christopher Thomas be appointed to the Executive Board as a Member-At-Large, seconded by Amica Benjamin. All in favor. Motion carried unanimously.

President Middleton discussed the highlights of her schedule since the last Executive Board meeting on Dec. 16, 2025.

12/17 — Chaired the weekly staff and communications meetings; participated in the Organizing committee meeting

12/18 — Participated in the CWA National Executive Board meeting

12/22 — Participated in the Eleanor's Legacy special board meeting

1/7 — Chaired the weekly staff and communications meetings; participated in the Healthcare Matters meeting

1/8 — Participated in the Retirees Drug Plan meeting with OLR

1/13 — Participated in the CWA National SIF meeting and the meeting for Medicare Eligible Prescription plan for retirees; and the Medicare Creditable Prescription Drug plan meeting

1/14 — Participated in the NYCE PPO Matters meeting; chaired the weekly staff and communications meetings

1/15 — Participated in a follow-up meeting with OLR, the CWA National Executive Board meeting, and she attended and was honored at the Triangle Shirtwaist Factory Annual Fundraiser. She thanked all who were able to attend.

1/20 — Participated in the H+H Labor Management Meeting

1/21 — Participated in the CWA Public Sector SIF meeting; chaired the weekly staff and communications meetings

1/22 — Chaired the CWA 1180 Executive Board meeting

President Middleton reported that CWA 1180 has filed a petition to accrete the position of Assistant Director (Ambulatory Care) H+H. She will keep us updated.

President Middleton announced that the Shop Steward Boot Camp is scheduled for Saturday, March 21st, 2026.

President Middleton reported that NYCE PPO is up and running with a few minor challenges. Members have received their new cards. She announced that the Legislative Breakfast is in the planning stages and is tentatively scheduled for the 2nd week in March.

President Middleton distributed and discussed The Advance Group report for December 2025.

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

President Middleton distributed and discussed the TriComm Creative monthly reports dated December 2025.

A motion was duly made by Helen S. Jarrett and seconded by George Johnson. Motion carried to accept President Middleton's report. All in favor.

**FIRST VICE PRESIDENT'S REPORT**

First Vice President Gerald Brown reminded the Executive Board that CWA 1180 has endorsed the following candidates in the June primary election:

- Governor: Kathy Hochul
- Attorney General: Letitia (Tish) James
- Comptroller: Thomas (Tom) DiNapoli

Brown reported that there will be a special election on Feb. 3, 2026, to fill the following vacant seats:

1. 36th Assembly District — Diana Morano
2. 74th Assembly District — Keith Powers
3. 54th Senate District — Erik Bottcher

Motion was made by Helen S. Jarrett and seconded by Robin Blair-Batte to endorse Morano and Powers in the special election. All in favor. Motion carried unanimously.

Brown discussed the Albany Legislative agenda for 2026:

- Benefits Transparency Act
- Healthcare Reform Act
- Occupational Health Clinic Funding
- CUNY School of Labor and Urban Studies
- Tier 6 Improvements

Brown announced that there will be a "Fix Tier 6" rally in Albany held on Sunday, March 8, 2026. CWA 1180 will have a bus. All members are encouraged to register. More information to follow.

Brown attended the following since the last Executive Board meeting: District 1 Legislative and Political Summit; Staff meetings; Trustee meetings; and Minority Caucus meetings.

Motion was made by Carol Griffith, seconded by Rosario Roman to accept the First Vice President's report. All in favor. Motion carried.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman presented the December staff representative report:

Agency Walk-throughs . . . . .	2
Conference Calls . . . . .	15
Counseling/Warning Sessions . . . . .	2
EEO Investigation/Interview . . . . .	8
Emails . . . . .	437
Health & Safety Meetings . . . . .	5
Hearing Preparation . . . . .	9
Hearings . . . . .	3
Hiring Pools . . . . .	6
Investigative Hearings/Meetings . . . . .	5
Labor Management Meetings . . . . .	1
New Member Orientation . . . . .	1
OATH . . . . .	2
Phone Calls . . . . .	462
Shop Stewards Meetings . . . . .	1
Shop Stewards Mentorships . . . . .	1
Site Meetings . . . . .	10

**Site Meetings**

Human Resources Administration - SNAP  
15/61 & MMAP (12/4/25)  
95 Evergreen Ave., Brooklyn

Dept. of Health & Mental Hygiene  
(12/5/25)  
125 Worth St., New York

HRA/Emergency Intervention Services  
(12/11/25)  
4 World Trade Center, New York

DSNY (12/12/25)  
44 Beaver St., New York

HRA/Customized Assistance/Adult  
Protective Services — Virtual (12/12/25)  
109 E. 16th St., New York

H + H CHS (12/15/25)  
55 Water St., New York

Dept. of Transportation (12/22/25)  
59 Maiden Lane, New York

Parks (12/22/25)  
1 Bronx River Parkway, Bronx

NYCHA (12/29/25)  
90 Church St., New York

HHC Gotham Segundo Belvis — Virtual  
(12/30/25)  
545 E. 142nd St., Bronx

Foreman reported that she and her staff are preparing for the Shop Steward Boot Camp on 3/21 and Union Day at 4 World Trade Center on 8/5. More information to follow.

Foreman reported that she and Executive Board Officers attended a meeting at DC 37 regarding the interpretation of the H+H Sick Leave Procedure 20-10. She will keep us updated.

Motion was made by Robin Blair-Batte to accept the Second Vice President's report, seconded by Carol Griffith. 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 December 2025. She advised that the T.D. checking account has a balance of \$1,166,840.32 as of C.O.B. Jan. 21, 2026. Blair-Batte reported that we currently have 98.6% of memberships cards on file.

Blair-Batte reported the following member activity for December 2025:

New Member Enrollments . . . . .	10
Actives Deceased . . . . .	2
New Retirements . . . . .	13
Retirees Deceased . . . . .	28
Total Active Members . . . . .	8,514
Total Retired Members . . . . .	6,905

Motion was duly made by Rosario Roman, Seconded by George Johnson, to approve the Secretary-Treasurer's report. All in favor. Motion carried.

**RECORDING SECRETARY'S REPORT**

Recording Secretary Debra Paylor reported that she attended the following since the last meeting: PHEW meetings; CWA Black History month Town Hall; CLUW meetings; CLC Delegates meeting; Trustee's; General Membership; Borough and CWA 1180 Standing Committees.

Motion was duly made by Robin Blair-Batte, seconded by Dennis Vargas, to accept the Recording Secretary's report. Motion carried.

**MEMBERS-AT-LARGE REPORTS**

Members-at-Large attended the following, meetings, trainings, webinars, events, and rallies, since the last Executive Board Meeting: Labor Management/site meetings/QWL events, New York City Central Labor Council Delegates, Coalition of Labor Union Women (CLUW), Public Healthcare and Education Workers (PHEW) meeting, Labor Council for Latin American Advancement (LCLAA) meeting, Coalition of Black Trade Unionists (CBTU), 1180 standing committees and Borough committees, District 1 Legislative and Political Summit, Triangle Shirtwaist Factory Annual Fundraiser, Veterans Affair Breakfast, NYSNA strike.

Next meeting is scheduled for Feb. 26, 2026.

Motion was duly made by Helen S. Jarrett, seconded by Robin Blair-Batte, and carried to adjourn at 7:37 p.m. All in favor.

Respectfully submitted,

Debra Paylor, Recording Secretary

# EXECUTIVE BOARD MEETING MINUTES

**Feb. 23, 2026**

Meeting called to order at 6:08 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, Christopher Thomas

**PRESIDENT'S REPORT**

Minutes of Jan. 22, 2026, Executive Board meeting were presented and reviewed. Motion was duly made by Robin Blair-Batte to approve minutes with necessary corrections. Seconded by Rosario Roman. All in favor. Motion approved unanimously.

President Middleton discussed highlights of her schedule since the last Executive Board meeting on Jan. 22, 2026:

1/27 — Chaired the Trustees Meeting

2/9 — Participated in the Optional Rider meeting

2/10 — Met with 1180 Executive Board Officers

2/11 — Chaired the weekly staff and communications meetings and participated in the Organizing committee meeting

2/12-2/18 — Middleton and Secretary-Treasurer Blair-Batte attended the National Labor Management Conference in Hollywood, Florida. Topics discussed included: benefits, economic status, and health care costs.

2/19 — Participated in the CWA National Executive Board Meeting

2/23 — Chaired the Local 1180 Executive Board Meeting

President Middleton thanked all who sent cards, flowers, fruit baskets, and called expressing their condolences on the loss of her sister.

She announced that the Shop Steward Boot Camp is scheduled for Saturday, March 21, 2026.

She distributed and discussed The Advance Group report for January 2026, the Mirkin & Gordon status report as of Jan. 1, 2026, and the Tricomm Creative monthly report dated January 2026.

A motion was duly made by Helen S. Jarrett and seconded by Dennis Vargas. Motion carried to accept President Middleton's Report. All in favor.

**FIRST VICE PRESIDENT'S REPORT**

First Vice President Gerald Brown reported that he attended the NYS Annual Black, Puerto Rican, Hispanic & Asian Legislative Caucus in Albany, NY. There were great networking opportunities with local and statewide legislators.

Upcoming Events:

3/6 — Activists Celebration

3/8 — Fix Tier 6 Rally in Albany, NY

3/10 — Legislative Breakfast

Additionally, he attended the following since the last Executive Board meeting: staff meetings, trustee meetings, and Minority Caucus meetings.

Motion was duly made by Rosario Roman, and seconded by George Johnson to accept the First Vice President's report. All in favor. Motion carried.

**SECOND VICE PRESIDENT'S REPORT**

Second Vice President Teesha Foreman presented the January staff representative report:

Appointments .....	1
Command Disciplines (CD).....	1
Conference Calls.....	12
Counseling/Warning Sessions....	2
EEO Investigation/Interview .....	7
Emails.....	809
Hearing Preparation.....	7
Hearings .....	8
Hiring Pools .....	1
Investigative Hearings/Meetings..	3
Labor Management Meetings ....	7
OATH.....	2
Off-site Member Meetings .....	1
Phone Calls .....	604
Shop Stewards Trainings.....	1
Site Meetings.....	160
SNEO H+H New Member Orientation .....	4
Supervisory Conference .....	8

**Site Meetings**

HRA - Office of Quality Assurance & Fiscal (1/12/26)  
150 Greenwich St., New York

H + H South Brooklyn Health (1/13/26)  
2601 Ocean Parkway, Brooklyn

NYCHA (1/15/26)  
787 Atlantic Ave., Brooklyn

Office of Child Support — Virtual (1/15/26)  
150 Greenwich St., 60 Lafayette,  
151 Broadway, New York  
900 Sheridan Ave., Bronx

Human Resource Solutions (1/20/26)  
150 Greenwich St., New York

Office of Technology & Innovation (OTI) (1/20/26)  
59 Maiden Lane, New York

HRA - GSS (1/22/26)  
102-50 Foster Ave., Brooklyn

FDNY (1/26/26)  
48-58 35th St., Queens

Dept. of Health & Mental Hygiene — Virtual (1/30/26)  
90-27 Parsons Blvd., Queens

H + H Kings County Hospital (1/30/26)  
451 Clarkson Ave., Brooklyn

Foreman reported that upcoming DCAS exam trainings are being conducted by Local 1180. The dates are posted on the website. When members take and pass exams, they are NOT guaranteed a position. Members are advised to attend General Membership meetings and attend webinars for information regarding civil service exams process.

Meeting with H+H scheduled this week regarding 20-10 policy. She will keep us updated.

Shop Steward Boot Camp will be held on 3/21. Shop Stewards, Chairs, and Co-Chairs of the Borough Community Coordinating Committees are expected to attend.

March is Woman's History Month; a presentation will be given by the CWA 1180 Women's Committee during the General Membership meeting on 3/25. Equal Pay Day will be held at City Hall on 3/26; No Kings Day Rally on 3/28.

Foreman attended the MLC Steering Committee. Discussions are ongoing regarding the telework remote pilot program scheduled to expire in May 2026.

Motion was duly made by Helen S. Jarrett to accept the Second Vice President's report, seconded by Carol Griffith. All in favor. Motion carried.

**SECRETARY-TREASURER'S REPORT**

Secretary-Treasurer Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Reports for January 2026. She advised that the T.D. checking account has a balance of \$1,377,970.71 as of C.O.B. Feb. 20, 2026. Blair-Batte reported that we currently have 98.7% of memberships cards on file.

She reported the following member activity for January 2026:

New Member Enrollments .....	7
Actives Deceased.....	2
New Retirements.....	18

Retirees Deceased.....	28
Total Active Members .....	8,521
Total Retired Members.....	6,896

Blair-Batte asked for a motion to approve hiring a Staff Representative to fill the position vacated by Desiree Waters who is now the Supervisor of Staff Representatives. The salary for this position will be paid via Local 1180 budget.

Motion was made by Debra Paylor for the Local to hire a Staff Representative paid for via the Local 1180 budget. Seconded by Dennis Vargas. All in favor. Motion approved unanimously.

Motion was duly made by Shakima Ivory, seconded by Carol Griffith to approve the Secretary-Treasurer's report. All in favor. Motion carried.

**RECORDING SECRETARY'S REPORT**

Recording Secretary Debra Paylor reported that she attended the following since the last meeting: PHEW meetings; CWA Black History month presentation; CWA District 6 Black History Month Celebration; CLUW meetings; CLC Delegates meeting; Trustee meetings; General Membership meeting; Borough and CWA 1180 Standing Committees.

Motion was duly made by Teesha Foreman, seconded by Robin Blair-Batte, to accept the Recording Secretary's report. Motion carried.

**MEMBERS-AT-LARGE REPORTS**

Members-at-Large attended the following meetings, trainings, webinars, events, and rallies since the last Executive Board Meeting: Labor Management/ Site Meetings/QWL Events, New York City Central Labor Council Delegates, Coalition of Labor Union Women (CLUW), Public Healthcare and Education Workers (PHEW) Meeting, Labor Council for Latin American Advancement (LCLAA) Meeting, Coalition of Black Trade Unionists (CBTU) meeting and Black History Month Celebration, 1180 standing committees and borough committee, and the Annual NYS Black, Puerto Rican, Hispanic & Asian Legislative Caucus.

Next meeting is scheduled for March 26, 2026.

Motion was duly made by Robin Blair-Batte, seconded by Carol Griffith, and carried to adjourn at 7:37 p.m. All in favor.

Respectfully submitted,

Debra Paylor, Recording Secretary



JUNE 23, 2026  
**PRIMARY  
ELECTION  
UPDATE**

**VOTE**  
**THOMAS DINAPOLI**  
for New York State Comptroller

# IN MEMORIAM

NAME	AGENCY/FACILITY	DECEASED
Zorina Spieler	NYC Transit Authority	12/4/25
Johnny Velez	Housing Preservation & Development	12/5/25
Evelyn Foster	Dept. of Social Services	12/6/25
Maria Martinez	Dept. of Social Services	12/8/25
Carol Smith	Correctional Health Services	12/10/25
Florence Rodner	Finance Administration	12/12/25
Lisa Dubison	Harlem Hospital Center	12/13/25
Sylvia Payne	Dept. of Social Services	12/15/25
Betty Taylor	NYC Transit Authority	12/23/25
Michael Scarpati	General Services	12/24/25
Sam Kranston	DCAS	12/27/25
Christine Gooden	Dept. of Social Services	1/11/26
Marguerite Lewis	Dept. of Social Services	1/12/26
Joan Birmingham	FDNY	1/15/26
Josephine Conners	Dept. of Corrections	1/16/26
Nonna Bailey	Dept. of Transportation	1/19/26
Arlene Cohen	Health & Hospital	1/19/26
Lucy Krolian	Dept. of Education	1/27/26
Gloria Ingram	Parks & Recreation	1/27/26
Elizabeth Saxen	DOITT	2/3/26
Joyce Etheridge	Dept. of Social Services	2/10/26
Virginia Henman	Dept. of Health & Mental Hygiene	2/17/26
Fortuna Fuentes	Dept. of Social Services	2/20/26
Donald Abramowitz	Dept. of Homeless Services	2/20/26
Inez Gray	Harlem Hospital Center	3/8/26
Joseph Maccia	Dept. of Environmental Protection	3/8/26
Elinor Nadier	Health & Hospital	3/9/26

Condolences to **Carol Evans (PAA — DOT)** on the loss of her beloved mother Anne Davies Evans on Feb. 15, 2026. Carol serves on the Committee on People with Disabilities, the Hispanic Committee, and the Women's Committee.

**Local 1180 is endorsing NYS Comptroller Thomas DiNapoli for re-election** in the June Primary, one of our most important primary endorsements. DiNapoli is a long-time supporter of labor issues.

June 13	<ul style="list-style-type: none"> <li>Last day to register to vote in person</li> <li>Applications due to register by mail</li> </ul>
June 13 - 21	Early Voting Period
June 23	Primary Election — Polls open 6 a.m.-9 pm.

Visit [cwa1180.org](http://cwa1180.org) for all endorsements



**Communications Workers of America  
Local 1180**

6 Harrison St., New York, NY 10013-2898

NON-PROFIT-ORG.  
U.S. POSTAGE  
**PAID**  
NEW YORK, NY  
PERMIT NO. 5055

## INTRODUCTIONS

# Meet Our New **Member-at-Large** **Christopher Thomas-Chalothorn**

**Christopher (Chris) Thomas-Chalothorn** joined CWA Local 1180 in August 2021 as a Staff Representative for the private sector organizations. Chris comes with a decade of experience in the non-profit field and consults for Cornell's ILR School (Industrial and Labor Relations).



Chris previously worked at the international grant-making and advocacy organization, the Open Society Foundations, within their General Counsel's office and Public Health Program bringing a legal, data, grant making, and operations background. While there, he also operated as a Shop Steward for their staff union, negotiated their collective bargaining agreement, and managed a range of HR issues. He spent time working on the second Obama campaign for President, interned with New York State Senator Liz Krueger, and worked on local campaigns for Andrew Cuomo and Anthony Cannataro.

Chris has experience in data management, and almost 10 years of legal experience writing and interpreting legal agreements, creating and implementing robust training and onboarding programs. Aside from his work duties, he harbors a strong commitment to Diversity, Equity and Inclusiveness as evident by his participation in various affinity groups and committee memberships, and his DEI certificate from Cornell University.

Chris holds a Bachelor of Library Arts in Political Science and Sociology from Hampshire College. In his free time, you can find Chris traveling around the city looking for the finest New York City bagel!

