

Being Resolute About

Resolutions

LOSE WEIGHT

QUIT SMOKING

SAVE MONEY

2018

The year that was

As the New Year approaches, we look to a fresh start and a new beginning. It's a tradition held by some to make a resolution or a wish for the New Year. Lose weight, stop smoking, spend less money, listen to your spouse more and pray for peace are just some of the resolutions many make, few keep and most know have a questionable chance of coming to fruition. The New Year is also a time to evaluate the highs and lows of the previous year and make plans to enhance or eliminate them. But, the most resolute thing about New Year's resolutions and wishes is that, although we make them with sincerity, plan to keep them in earnest, we all know that there's no penalty for falling short—and there's always next year to make them again. In fact, 88% of New Year's resolutions fail—80% of them are over, forgotten or just abandoned by March of the new year.

New Year's is indeed a time that many reflect on their lives—sometimes with regret, often with thanks and usually with hope for a better year ahead. There are countless celebrities who have weighed-in with their New Year hopes, predictions, aspirations and advice. Oprah Winfrey famously said: "Cheers to a new year and another chance for us to get it

Gregory Floyd, President, Teamsters Local 237 and International Vice President-at-Large on the Executive Board of the General Executive Board of the IBT

"In many ways, this was a most turbulent year for unions. The union bashers and union busters met us at every turn. The Supreme Court ruling in the Janus case, for example, was one of the major challenges that those of us who understand the positive role that the labor movement plays in the quality of life for the average working family, had to overcome and combat with even greater resolve.

We may have been down but not out and in fact, we persevered. One achievement that I am most proud of is—as part of my position on the Executive Board of Emblem Health—we were able to create a new health plan for city employees that not only eliminates out-of-pocket expenses, but also includes our partnering with two of the best hospitals in the nation—Memorial Sloan Kettering Cancer Center and Hospital for Special Surgery. Certainly, anyone who questions the value of unions needn't look too far: Starting January 1, city workers can look forward to a year of great health care that saves lives and money."

Benny Carenza, Director, Long Island Division and Executive Board Trustee

"What makes me most proud as the Long Island Director and Executive Board Trustee is the hard work the Long Island office Business Agents and secretary do on a daily basis to serve the members to the best of their abilities. We realize the members are so critical to advancing the labor movement. We are proud of all of our members and do whatever we can to help them in their daily lives. I am also extremely proud of the training we provide to the Long Island members. Shop steward training, contract negotiator training, grievance training, communicating with your boss trainings, amongst others. These have been so well attended and many members have gained a huge education as to what the union is, what the union can and can't do; and we provided them with the tools they need to be better at what they do and be better prepared to help all members. These classes were held on Saturday's on members own personal time, which says a lot about them wanting to acquire the knowledge to advance themselves and Local 237. 2018 has posed many challenges, including the Janus ruling. In my opinion, this backfired as to its intent since now members are more aware than ever as to why we all need unions to protect us and enforce the hard fought contract provisions that we enjoy. We look forward to more member engagement in 2019 and we wish all good health!"

right." Albert Einstein advised: "Learn from yesterday, live for today, hope for tomorrow." Maya Angelou noted: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Mark Twain suggested that: "New Year's Day is the accepted time to make your regular annual good resolutions. Next week you can begin paving hell with them as usual." John Lennon said: "Count your age by friends, not years. Count your life by smiles, not tears." Michelle Obama encouraged youngsters to: "Choose people in your life who lift you up." Mohammed Ali gave this advice: "I hated every minute of training. But I said, don't quit. Suffer now and live the rest of your life a champion." Dr. Martin Luther King, Jr. counseled his followers to "Take the first step in faith—you don't need to see the whole staircase, just the first step." And even Dr. Seuss chimed in with this philosophical thought: "Sometimes you will never know the value of a moment until it becomes a memory."

At Teamsters Local 237, in addition to **President Gregory Floyd**, several of our members offered their reflections on things accomplished, things still to do, as well as their wishes, hopes and predictions for 2019.

Charlie Cotto, Business Agent, Law Enforcement Division

"Approach the new year with resolve to find opportunities hidden in each new day."

Saul Fishman, President, Civil Service Bar Association

"For 2019, my resolution is to have a new CSBA contract with raises, Paid Family Leave, full retroactive back pay, increased RIPs and availability of compressed time schedules. In addition to the new contract, I resolve to get student loan reduction legislation reintroduced in Albany, and then enacted. And to help get even more accomplished, I resolve to encourage many more members to become politically active in the community."

Shannell Grayson, Deputy Director, Training & Educational Fund

"My New Year's resolution is to spend more time traveling, pay more attention to the simple details in life, ground myself in empathetic thought and action, continually evolve as an individual, be more open, and be a better person for myself, my family, and our union members."

Phyllis Shafran, Director of Communications & Political Coordinator

"I remember the joy of taking our son, young Austin, to see the Christmas tree at Rockefeller Center. But now, 30 years later, when we took his son, little Mason, we realized how things have changed — and not for the better. Bomb sniffing dogs, military armed with automatic rifles and police barricades everywhere. Yes, we felt safe but saddened with the new norm. So, as we approach the New Year, my prayer is that toddlers like Mason won't have to grow up in a world of hate, and that they can bring their children to see the tree with peace of mind, knowing that as we celebrate the season of giving, we have found a way to give one another understanding and love." ■

How historians will evaluate 2018 is yet to be determined. But, in some ways, we already know that it was a troubling year. Terrorism once again brought havoc and heartache to so many in our nation and around the globe. Hatred in the form of nationalism, anti-Semitism and racism resulted in the senseless slaughter of innocent people: workers, worshippers, school children and a world-renowned journalist. America, this nation of immigrants, once the shining beacon of hope that greeted newcomers in New York Harbor by a lady with a torch holding a tablet that reads: "Give me your tired, your poor, Your huddled masses yearning to breathe free, The wretched refuse of your teeming shore. Send these, the homeless, tempest-tossed to me, I lift my lamp beside the golden door!" seems on the brink of shutting its doors or at least, limiting access to "the home of the brave and land of the free." Labor unions, who built the middle class in America—a fact often forgotten or ignored—have been at the frontline of defending workers' rights and our democratic values. The recent midterm election, which saw the largest voter turnout in recent history, was assisted by Teamster union members going door-to-door to convince their brothers and sisters to cast their ballot for candidates who will fight for the things that matter most to us. New York union members and their leaders, like Gregory Floyd, have been vigilant in fighting the good fight and winning some outstanding victories: New York becomes a sanctuary City; there's a new health care insurance plan to help save lives and money of City workers—all in a State with legislation signed into law by the Governor to safeguard against the decimation of unions by the privileged, corporate 1%.

No new year really starts off completely new. The previous year, with its highs and lows, always impacts the year that follows. What 2018 teaches us is that challenges force solutions. And, just like the old adage, "necessity is the mother of invention", we can look forward to turning adversity into advantage.... remember 2018!

How will we make our resolutions for 2019?



No problem. We've got an app for it.

Local 237 Member Services

UNION HEADQUARTERS

212-924-2000
216 West 14th Street
New York, NY 10011-7296

LOCAL 237 DIVISIONS

CITYWIDE DIVISION, 2nd Fl.

212-924-2000
Donald Arnold, Director
Derek Jackson, Director,
Law Enforcement Division

HOUSING DIVISION, 2nd Fl.

212-924-2000
Kevin Norman, Housing Director

LONG ISLAND DIVISION

631-851-9800
100 West Main Street, Babylon,
New York 11702
Benedict Carena, Director
Long Island Welfare Fund:
For information on the various
funds call 800-962-1145

RETIREE DIVISION, 8th Fl.

212-807-0555
Provides a variety of pre- and
post-retirement services, in-
cluding pension and health insur-
ance counseling to members.
(Pension counseling by appoint-
ment, Thursdays only). General re-
tirement counseling and
retirement planning series
during spring and fall.
Nancy B. True, Director

LOCAL 237 DEPARTMENTS

(Citywide and Housing)

SKILLED TRADES, 2nd Fl.

212-924-2000
Donald Arnold, Director

HEALTH AND SAFETY, 2nd Fl.

212-924-2000
Donald Arnold, Director
Carl Giles, Coordinator

MEMBERSHIP, 3rd Fl.

212-924-2000
Provides membership services
and records, including address
changes.

WELFARE FUND, 3rd Fl.

212-924-7220
The Fund administers the eligibil-
ity, enrollment, disability, optical
and death benefits directly by the
Fund's in-house staff, as well as
prescription and dental programs
indirectly.

Mitchell Goldberg, Director

SOCIAL SERVICES, 3rd Fl.

212-924-7220 ext. 7562
Living and working in New York can
be challenging and our members
work extremely hard. Social work-
ers also work hard by connecting
people to much needed assistance
and resources. With this in mind,
Local 237 has introduced a new So-
cial Services Department featuring
free social work services that are
available to all members. The
union knows that its members
have tough jobs and that when en-
countering tough personal chal-
lenges, learning about possible
solutions to those challenges
would make things that much eas-
ier. Contact us to learn about the
many service we can provide.
Ayana Ali, Director

LEGAL SERVICES, 4th Fl.

212-924-1220
Lawyers advise and represent
members on covered personal
legal problems, including
domestic relations (family court
proceedings, divorce and separa-
tion), purchase and sale of a pri-
mary residence, wills, adoptions,
credit and consumer problems,
tenant rights and bankruptcies.
Office Hours:
Mon.- Fri. 9 a.m. to 5 p.m.
Mary Sheridan Esq., Director
Kenneth Perry Esq.,
Deputy Director

EXECUTIVE OFFICES, 5th Fl.

212-924-2000
Gregory Floyd, President
Ruben Torres,
Vice President
Edmund Kane,
Secretary-Treasurer

PERSONNEL, 5th Fl.

212-924-2000
Edmund Kane, Director and
Chief Negotiator

POLITICAL ACTION & LEGISLATION, 5th Fl.

646-638-8501
Local 237 protects members'
rights by helping to sponsor
legislation that is important to
members, and by opposing
initiatives that would hurt
members.
Phyllis S. Shafran, Coordinator

GRIEVANCES/DISCIPLINARY PROBLEMS, 7th Fl.

212-924-2000
For grievances and job related
problems, first contact your
shop steward and/or grievance
representative. If they can't
resolve the issue, contact your
business agent.
Mal Patterson, Director of
Grievances and Hearings
Diana Doss, Esq.
Grievance Coordinator

CIVIL SERVICE BAR ASSN

7th Fl., 212-675-0519
Saul Fishman, President
Aldona Vaiciunas,
Office Administrator and
Grievance Coordinator
Abbott Gorin, Esq.,
Business Representative
CSBA Welfare Fund
Alicare 866-647-4617

COMMUNICATIONS, 5th Fl.

646-638-8501
Phyllis S. Shafran, Director
Local 237 Newsline and
Retiree News & Views, Editor
Website: www.local237.org

EDUCATION AND TRAINING

8th Fl.
212-807-0550
Provides a variety of training
and educational advancement
opportunities for members.
Bertha Aiken, Director

USEFUL NUMBERS

FOR PRE-RETIRES

NYCERS (New York City Employees Retirement System)

By Mail:
335 Adams St., Suite 2300,
Brooklyn, NY 11201-3751

In Person:
340 Jay Street, Mezzanine,
Brooklyn, NY 11201

Gen'l Information:
347-643-3000
Outside NYC toll-free:
877-6NYCERS

NYCERS Internet

www.nyclink.org/html/nycers

NYC Department of Education Retirement System

65 Court St., Brooklyn, NY 11201
718-935-5400

Social Security Administration

800-772-1213

NY State and Local Retirement Systems

518-474-7736

A message from the President

Voting is no gift. It's part of the deal as citizens.



By Gregory Floyd

President, Teamsters Local 237
and Vice President-at-Large
on the General Board of the
International Brotherhood of Teamsters

British Prime Minister Winston Churchill once declared: *"It has been said that democracy is the worst form of government except for all those other forms."* Our democracy can be and has been disappointing to some, but it can't be denied that a democracy's ability to reach its full potential and wide array of ideals rests on the foundation of citizen involvement — voting. Congressman and civil rights icon John Lewis reminds us that: *"The vote is the most powerful non-violent tool we have... (and that) too many people struggled, suffered and died to make it possible for every American to exercise their right to vote."*

Yet, until the recent midterm elections, voter turnout was way down. New York State, in fact, had the unwanted distinction of ranking number 46 in voter turnout nationwide in 2014, with only 29.1% of New York City residents eligible to vote casting a ballot that year. Recent national trends indicate that 60% of eligible voters turn out for Presidential elections and 40% for the midterms. Compare this with international turnout in nations such as Australia, Belgium and Chile, where voting is mandatory, and the turnout reaches 90%. Other countries like Austria, Sweden and Italy boast 80% voter participation.

Low voter turnout is not a new phenomenon. President Franklin Delano Roosevelt said many years ago: *"Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they can do this is by not voting."* It could be argued that low turnout is even more troubling today because it flies in the face of countless stories of people struggling throughout the world to gain the right to vote, as well as great dissatisfaction with our current government leaders voiced by many Americans. This then begs the question, why don't more people vote in our country? Another civil rights icon, Andrew Young, was both baffled and disturbed by the problem too. He reflected: *"Having personally watched the Voting Rights Act being signed into law that August day, I can't begin to imagine how we could have been so wrong in believing that more Americans would vote once they were truly free to do so."* Jesse Jackson also expressed his dismay with voter turnout, noting: *"Many have fought for and even lost their lives to end segregation to win the right to vote. It disappoints me to now have to cajole people to register and vote."*

We know — only too well — that elections have consequences, some of which are very difficult to abide by after the fact. President Abraham Lincoln once sarcastically commented on this, remarking: *"Elections belong to the people. It's their decision. If they decide to turn their backs and burn their behinds, then they will just have to sit on their blisters."* In more serious language, Lincoln also commented on the power of the vote, saying: *"The ballot is stronger than the bullet."* And, President Lyndon Johnson viewed voting as essential, noting: *"The right to vote is the basic right without which all others are meaningless. It gives people, as individuals, control over their own destinies."*

The 2016 presidential election, for example, saw little more than half of voting age Americans cast votes in the general election. Not since 1996 had there been such a low turnout. Even though Hillary Clinton won the popular vote — and won in New York by 59.01% — in key states that propelled Donald Trump to victory in the Electoral College, the voting percentage was even higher than the all-time highest voter turnout nationally, when 64% of Americans voted in the 2008 Presidential election. Voter turnout raises the question, what constitutes a mandate to serve? Mayor de Blasio, for example, won a second term, capturing 66% of the vote. But of the nearly 4.6 million active New York City voters, only 1,097,846 voted in the mayoral election and only 726,361 voted for de Blasio. Is 8.5% a mandate to serve?

The problem of getting more people to vote has been grappled with for decades. Marshall McLuhan, the renowned scholar considered to be the father of modern communications and media, famously noted: *"American youth attributes more importance to arriving at their driver's license age, than their voting age."* Former

First Lady Michelle Obama also registered her thoughts on why so many people don't vote, saying: *"Elections aren't just about who votes but who doesn't."* And, President John Kennedy once humorously addressed a reoccurring allegation of how some politicians try to get out the vote when he read a fake telegram from his wealthy, high-powered father at a Gridiron Club dinner, which supposedly said: *"Dear Jack, Don't buy a single vote more than necessary. I'll be damned if I'm going to pay for a landslide!"*

There are many questions raised by the 2018 midterm elections, when an estimated 113 million people voted, making this the first midterm in history to exceed over 100 million votes, with 49 percent of eligible voters participating in the election. By comparison, the 2014 midterm elections had one of the lowest turnouts in American history, with only 36.4 percent of eligible voters participating. In 2010, the first midterm of President Obama's tenure, 41 percent of voters participated. In New York, nearly half of registered voters went to the polls on November 6th, the highest turnout for a midterm election in almost a quarter-century. The data show that 49 percent of active voters cast ballots in congressional and state legislative races, as well as the governor's race. That figure shattered the 2014 turnout of 31.5 percent, and was the highest in the state since 60 percent of registered voters went to the polls in 1994, when state Sen. George Pataki upset incumbent Gov. Mario Cuomo, the current governor's father. What can we conclude by this tremendous uptick in turnout? Was this a fluke or the start of a new trend? And perhaps the biggest question: What motivated so many people to vote?

Dr. Martin Luther King Jr. once said: *"The time is always right to do the right thing."* But we know from experience, that some people need that extra push to take a step in the right direction. And, we need to counter-balance the negative efforts of some states to limit or suppress voting by requiring proof of citizenship and more stringent verification of voter-ID with measures that would actually make it easier to vote.

Was that "extra push" the many divisive tactics and inflaming rhetoric on the national stage that served as an underlying cause for record voter turnout? Or, was it that there were more women and minority candidates that added to the motivation to vote? Perhaps, the many improvements to voting procedures are what helped. For example, the prestigious Brennan Center for Justice's recommended use of "automatic voter registration" (AVR)—already used in thirteen states and the District of Columbia, with more states expected to pass the reform soon. AVR is an innovative, cost-saving process that streamlines the way Americans register to vote. AVR makes voter registrants "opt-out" instead of "opt-in" with voter registration information electronically transferred to election officials instead of using paper registration forms. There were additional measures being used or considered in several states, including New York, such as: On-line voting, early voting, same day registration and voting, expanded reasons for absentee ballots, more polling sites, more poll workers and poll workers with multi-language skills, and a strong student voter registration drive.

Among the key takeaways from the 2018 midterm election is the realization that voting is an obligation. It's our part of the deal as citizens. Voting rights in America is no gift that we can choose to open or not. These rights have been hard fought for—and the fight still continues. Not voting is also a slap in the face to those who have led and sacrificed in the battle for equality. Particularly where that fight has been won, it is unconscionable not to vote, and ridiculous to expect desired results from an election that you were not a part of. It's reminiscent of what Muhammad Ali once commented about waiting for good results on things that matter most to us. He said: *"Tolerance and understanding won't trickle down in our society any more than wealth does."* And then, there's the warning that sums up a key reason why voting is so important from political satirist, George Carlin: *"In America, anyone can become president. That's the problem."* ■

MEMBERS IN THE NEWS

On the Job

Local 237 is the largest Teamsters Local in the United States and Canada. Our members are dedicated municipal workers performing tough jobs in a wide range of titles for nearly every government agency in New York City and on Long Island. The quality of life for all of us is positively impacted by the hard work of 237 members. Meet some of those members:



Kevin Norman, Director of the Housing Division, addresses Caretakers at a recent meeting.



Housing Business Agent, **Ken Roper** (second from left) with **Mario Landin**, SOC, Baruch Houses, **Shavelle Knox**, Caretaker J, **Laguardia** Shop Steward and Safety Associate and two other Caretaker J members.



DEP Water use inspectors pictured with Donald Arnold, Director of Local 237's Citywide Division. **Charmaine Berry** Chief Inspector, **Lester Ledgister** AWUI 2, **Victor Ortiz** AWUI 2/EHS Officer, **Anthony Golino** AWUI 1, **Michael Anichiarico** AWUI 1, **Brian Vahey** AWUI 1, **Jimmy Solero** WUI 2, **Carl Moll** WUI 2, **Edward Rutledge** WUI 1 and **Diana Valcarcel** WUI 1.



Assigned to the detail covering an anti-bullying special event at Carnegie Hall were SSA Level III Vernon House, flanked by SSA /Community Outreach members: **Semontha Brown** and **Miguel Ronquillo**. That day had an additional significance for SSA House: it was his 36 year on the job and his 59 birthday.



Ashley Lewis and the Brownsville staff take pride in safety.



Photographers, working for various agencies throughout New York City, joined to celebrate **Carl Ambrose** (seated center), who, after 50 years on the job at DEP, is still going strong, working and an active 237 member.

Local 237 NEWSLINE

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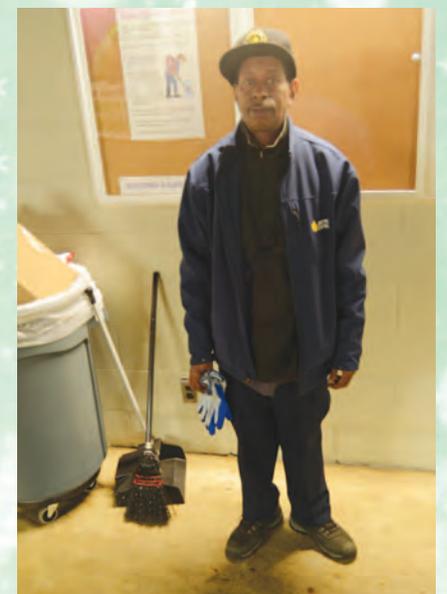
Phyllis S. Shafran
Editor

Special thanks in the preparation of Newsline to:
Gisela (GiGi) Reyes, Executive Administrative Assistant

IF YOU MOVE – Please send your change of address in writing to **Membership** to insure that you continue receiving your newspaper.



Javits Center workers, **Nathan Butler**, Ft/T Cleaner, **Darlene Smith**, Shop Steward F/T



Javits Center worker, Cleaner and **Whalen Campbell**, P/T Cleaner

The first-rate work of our members is often acknowledged with special honors to mark their achievements. Here are some members recently recognized for their professionalism and performing a job well-done:

MEMBERS IN THE NEWS

In recognition of a Job Well Done



DCAS member, Elevator Mechanic, **John Fiorentine**, (center) was recognized for his 35 years of dedicated service by DCAS Commissioner, **Lisette Camilo**. Local 237's **Lawrence Bosley**, Senior Counsel; **Donald Arnold**, Citywide Director, and **Derek Jackson**, Director of Law Enforcement were on hand to applaud the accomplishments of all Local 237 members recognized at this ceremony.



Running enthusiast, **SSA Elicier Delgado** recently ran his second NYC marathon. Assigned to Brooklyn North--Paul Robeson Campus—Delgado, who has been running for 12 years, was featured on the cover of the special edition of the marathon journal.



DHS PO Carlos Rivera (left) was honored at the 31st anniversary of the USA International Martial Arts Awards Dinner. He was presented a plaque by Grandmaster **John Kanzler/Soke** to in recognition of Carlos' dedication, skills and integrity in the performance of martial arts.

We are very proud of the accomplishments of Local 237 members and our members are very proud of the accomplishments of members of their own families. Here are some family achievements shared with us:

MEMBERS IN THE NEWS

All in the Family



It's a boy! Congratulations to **Midersi Martinez**, Members Services Assistant Manager of the Welfare Fund who gave birth to baby **Lucas**, weighing in at 7 lbs. and 13 oz., on November 28th. To help welcome little Lucas and set him off in style, Midersi was given a surprise baby shower by friends and colleagues of Local 237.



To honor her late son **Sinclear**, an innocent victim of gun violence murdered while attending a Sweet 16 birthday party last year, **SSA Stephanie Gracia** hosted a "Forever Sinclear" in celebration of his life at the Trinity Evangelical Lutheran Church in the Bronx.

THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP

The James R. Hoffa Memorial Scholarship recipients for high school seniors was recently awarded. The \$1,000 scholarships were bestowed to:

Student: **Isabella Tamburello**
Member: **Ignazio Tamburello**

Student: **Leila Pollio**
Member: **Joan Giaccio**

Student: **Monica Janvier**
Member: **Charlene Renervil**

Student: **Victoria Terrana**
Member: **Salvatore Constantine Terrana**

Retiree

Local 237 wants to thank the following member for his years of dedicated service, and wish him well in his retirement:



Salvatore Speciale, Maintenance Worker at Smith Houses has retired, pictured with the a citation from Local 237 in appreciation of his years of service. **Ebony Bryant**, Caretaker J, was on hand to wish him well.

Congratulations

We are very proud of the accomplishments of our members striving to achieve new professional heights.

It was with mixed emotions that friends and colleagues gathered to celebrate and congratulate **Spencer Newkirk** and **Tyliah Williams**, two of Local 237's brightest young stars, as they move on to new endeavors in pursuit of the next chapter in their professional lives.



Local 237 President Gregory Floyd wished Spencer and Tyliah well on behalf of the entire staff for their dedicated service, noting that their pleasant demeanor and eagerness to be helpful to everyone would be sorely missed.



Members of Law Enforcement and the Citywide Division were on hand, including **Frank Rella**, **Martha Bodhnarain**, **Dwayne Montgomery**, **Andre Green**, **Derek Short**, **Derek Jackson**, **Spencer** and **Tyliah Williams**, **Donald Arnold**, **Lawrence Bosley**, **Jeanette Taveras**, **Charlie Cotto**, **Diana Doss** and **Gregory Floyd**.

MEMBERS IN THE NEWS

Above and Beyond

So many of our members go above and beyond the call of duty, performing acts of heroism, ingenuity, kindness and generosity that demonstrate their professionalism and heart. They were willing to go that extra mile, and by so doing, made a difference in someone's life. Here are some of their stories:

HARVEST LUNCHEON

SSA Wiggins, from IS 49, organized the annual Harvest luncheon for struggling families in the Stapleton section of Staten Island. With the help of other volunteer School Safety Agents and members of the NYPD, after a festive luncheon, families receive donated food collected to help them prepare and enjoy their own Thanksgiving dinner. This is the second year that SSA Wiggins has coordinated this kind-hearted effort. Last year, over 140 families received the bounty she works for months to achieve. Wiggins, a SSA for 10 years, who is known to greet students with warm hugs and describes them as "her babies" wants to show the community that school safety agents are not just there to protect students, but to uplift them too. According to Wiggins: *"As school safety agents, we are there to protect and to make sure there's order and everyone's safe. But the children and the community have to know that school safety agents are more than rules and regulations, we work on behalf of everyone, so having a community event allows me the opportunity to build strong relationships with the community. It builds trust and it plants seeds of love."*



SSA Wiggins and SSA III DiGioia



Wiggins and "her babies."



Families enjoying the luncheon.



SSA III Kruskal, SSA Beshara, SSA III Meyer, SSA Wiggins, NYPD Lt Friedman and SSA Maldonado.



Veteran Appreciation Awards were given to three officers working at North Central Bronx Hospital (NCB) for their dedication and commitment to the nation and to NCB. Pictured are award recipients: **Sgt. Michael Johnson, PO Denis Flynn and PO Melissa Rivera** with NCB Executive Director, **Cristina Contreras**, who bestowed the honor, and **Vito Aleo**, Director of Hospital Police for NCB (left). Observing the honors were: **Officers Jose Velazquez, Asquith Carby, Kenny McCray (seated), Sgt. Victor Morales, Officers Bruce Curet and Edgardo Gonzalez and Watch Person, Michael Wiggins.**



SSA **Tiasa Byardsong** of Central Community Outreached, taught a lesson on bullying to 5th grade students of PS 196 in the Bronx. She helped the youngsters understand why being a bully is the wrong way to treat other people and what to do if you are a victim.



School Safety Agent III **Collen Barrington** of NYPD School Safety Operation Unit (pictured) recently hosted an Awareness Workshop for young congregants at her church, Bethany United Methodist Church. Through her efforts, the NYPD/School Safety Community Outreach conducted two workshops: Bullying and Gun/Gang Violence. Pictured with the young attendees are: **Rev. Narcisse Phillips Pastor**; members of NYPD/School Safety Explores Post#347 and Explorer Post #143 and Brooklyn Borough President representative, **Nannearl Blackshear.**

HALLOWEEN

School Safety Agents helped to provide a safe environment for youngsters throughout the city to enjoy Halloween. Among them are:



SSA III Foster with trick or treaters



SSA III Brown of the Paul Roberson Campus, Brooklyn North.



SSA Ward III dressed as Ronald McDonald at Francis Lewis High School.

BREAST CANCER AWARENESS

October is Breast Cancer Awareness Month. Many of our members showed their support to victims of the disease and to helping to find a cure. Among them:



"Team Cookie" supported by biker members from New York City and Long Island, including **Norberto Luna**, Housing Business Agent (left).



HHC's **Sgt. Christopher Rivera, Captain James Alago and PO Carlos Torres.**



Explorer Post # 2436 from Lehman High School, with advisors **SSA III Douglas Cruz** (left) and **SSA Radames Olivier** (right) at the Making Strides Against Breast Cancer March in Central Park.

So many of our members go above and beyond the call of duty, performing acts of heroism, ingenuity, kindness and generosity that demonstrate their professionalism and heart. They were willing to go that extra mile, and by so doing, made a difference in someone's life. Here are some of their stories:

MEMBERS IN THE NEWS

Above and Beyond

HOOPS FOR JUNIOR

MS 158 in the Bronx hosted an event, "Hoops For Junior", to honor the memory of 15-year old Lesandro "Junior" Guzman, a NYPD/SSA Explorer, murdered by gang members. Students, family, friends and law enforcement officers were on hand to pay their respects.



A mural done by the school's students in tribute to their friend and slain fellow student.



Welcoming guests to the event were **Rafael Camacho** and **Reynaldo Nieves**, two School Safety Agents assigned to Middle School 158.



Local 237's Law Enforcement Business Agent, **Charlie Cotto**, Detective Washington from the 42nd Police Precinct, **SSA (SCA) Jackson**, NYPD Chief of Department **Monohan**, NYPD Community Affairs Chief **Hoffman** and **SSA (SCA) Guiterrez**



SSA (SCA) Jackson, Local 237's Law Enforcement Business Agent, **Charlie Cotto**, MS 158 Principal **Burke**, Junior's Grandmother, a student and friend, **J. Garcia**, Junior's mother, Board of Development Committee Chair, **Duarna Oiler** and **SSA (SCA) Guiterrez**.

GIVING THANKS

The invitation read: "If you are away from family during Thanksgiving, come and join us for food and entertainment." And many people did. The Empire State Grand Council and the Deborah Grand Chapter of the Brooklyn Mason Temple was the site of a Thanksgiving dinner with all of the fixings. Mentors, volunteers, children and musical artists collaborated to serve hot meals and uplift 50 less fortunate community people. A good time was enjoyed by all thanks to community volunteers including **SSA Shawnta Alston** from Brandeis Campus/PS11, Mickey Mantle Schools, who received a community service award in appreciation for dedication to serving the needy.



Expressions of thanks from the children.



Musical lyricist **James So Soon** a delighted fan from the audience.



Community service award given to **SSA Alston** (left) by **Sister V. Jackson**, Deborah Grand Chapter, Eastern Star Chairwoman.

"THE SECRET STORE"



The idea behind the pop-up shop was to offer less fortunate community members a shopping experience which many have not had previously.

"The Secret Store" is the brainchild of **SSA Tonya Chavis** (right) which easily won the support and assistance from other SSAs: **Ayeshia Hawkins**, **Level III** and **Stephanie Jones**, pictured with Local 237's **Derek Short**, Law Enforcement Business Agent.

THANKSGIVING FEAST



PS 48 was the site of a Thanksgiving feast and coat drive organized by School Coordination Agents from the Bronx East. The generous gesture of SSAs, (left to right-kneeling) **SSA Jackson**, **SSA Martinez**, **SSA Guzman** and **SSA Cunningham**; (standing) **SSA Ordenoz**, **SSA Bligen**, 237's Law Enforcement Business Agent, **Charlie Cotto**, Associate Deputy Director **Quinn**, Deputy Commissioner **Garcia**, **SSA Taveras** and Associate **Jackson**, was in keeping with the true meaning of the holiday. Through their efforts, needed families in the community were treated to a tasty meal and given warm coats... making for a perfect start to the holiday season.

MEN'S HEALTH AWARENESS MONTH

November is Men's Health Awareness Month. To show their support and to encourage men to take better care of their overall health by seeking preventive care through screenings and routine doctor check-ups, men across the nation did not shave during November. Men of Local 237 showed their solidarity by joining the cause. **Curtis Scott**, Housing Business Agent and Board Trustee organized 237's participation and noted: "I am very proud of my friends and colleagues of Local 237 for helping to shine a light on the need for men to be more pro-active when it comes to their health. We hear and read so much about the need for men to be good role models for their children. Nothing expresses the word "responsible" more, than doing all you can to help make sure that you'll always be there for them."



Left to right: **Javier Franco**, **Larry Abela**, **Curtis Scott**, **Martin Cruz**, **Jordan Gray**, **Frank Rella**; (Second row) **Troy Cornelius**; **Norberto Luna**; **Mitch Goldberg**; retiree **Harold Mays**, **George Wade**, **Donald Arnold**, **Carl Giles**; (Back row) **Kevin Norman**, **Derek Jackson**, **George Geller**, **Andre Green**, **Jose Rodriguez**, **Ken Roper** and **Derek Short**. (Participating in Men's Health Awareness Month but not in the photo: **Dwayne Montgomery**, **Brandon Montgomery** and **Jean Carlos Arias**).

MEMBERS IN THE NEWS

Above and Beyond

So many of our members go above and beyond the call of duty, performing acts of heroism, ingenuity, kindness and generosity that demonstrate their professionalism and heart. They were willing to go that extra mile, and by so doing, made a difference in someone's life. Here are some of their stories:

EXCEPTIONAL RESPONSE

Special Officer Tameka Johnson saved the lives of two people using life saving techniques including the use of Narcan at DOHMH facilities in two separate events. Her supervisor, DOHMH **Sgt. Michael Arzouane**, Police Academy Training Coordinator, Safety Awareness Specialist, Defensive Tactics and General Topics Instructor wrote recommendations for her to receive a special Health Police merit pin and citation that acknowledges the Officer's exceptional responses to emergency situations. In his recommendation letter on Special Officer Johnson, Arzouane said: "As your direct supervisor, let me remind you again of how honored and proud I am every day that you are a member of my team, not only for the action above, but for everything you do to make this place a safe and secure environment." Arzouane went on to describe her actions as follows:

Event #1 took place on November 13, 2017 when the victim was falling you immediately secured her head and placed her into the recovery position while she was experiencing seizures and drifting in and out of consciousness. Staying with the victim, Special Officer Johnson calmly instructed an employee to call EMS and remained with the victim until EMS arrived.

Event #2 occurred on August 3, 2018. Special Officer Johnson was notified of an unresponsive person at East Harlem in need of medical assistance. Without pause, she immediately instructed those around her to contact EMS and began administering CPR on the victim for 10 minutes without stopping, until EMS arrived on site. Chief Gary Ortalano set the date of November 14, 2018 to publicly and properly acknowledge Special Officer Johnson efforts.



Special Officer Tameka Johnson displays her honors



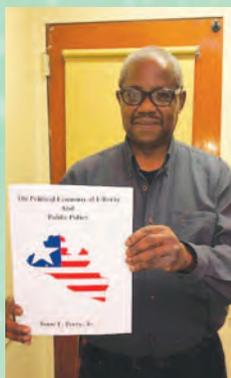
Detective Chainia Cammock; Derek Jackson, Director of Local 237's Law Enforcement Division; Sergeant Michael Arzouane; Deputy Chief Nancy Martinez; Chief Gary Ortalano, Deputy Chief Melinda Rogers; Special Officer Tameka Johnson, Sergeant Kimberly Lewis; Sergeant Dashaun Roberts; Andre Green, Assistant Director of Local 237's Law Enforcement Division; Assistant Commissioner John Beatty and Deputy Commissioner Julie Friesen



Andre Green, Assistant Director of Local 237's Law Enforcement Division; Chief Gary Ortalano; Special Officer Tameka Johnson; Deputy Commissioner Julie Friesen and Derek Jackson, Director of Local 237's Law Enforcement Division.

PHOTOS BY: Vance Fergus and Darryl Woods

HISTORY OF LIBERIA



Isaac E. Perry, Jr., Property Manager at Woodside Houses in Queens, recently authored a book entitled: *The Political Economy of Liberia and Public Policy*. The book narrates the history of Liberia, which was

founded by a private American philanthropic society: the Society for the Colonization of the Free People of Color of the United States as a settlement for freed American black slaves. The Society soon shortened its name to the American Colonization Society (ACS) and changed its mission--making Liberia a colony for: freed American black slaves; recaptured black slaves seized from slave ships through the American Government Slave Trade Act and emancipated at will American black slaves. In 1822, the former slaves settled on the Grain Coast, in West Africa. The purchase of Land from the indigenous communities was controversial. The purchase started a calamitous relationship between two groups with different ideologies. Liberia gained independence in 1847 and created historical linkage to America. Ten of Liberia's first presidents were American-born, its constitution, its form of government, its flag, its capital city, counties and islands have historical linkage to America. The book is Available at: Barnes & Noble and Amazon online.

LOCAL 237 REMEMBERS SENIORS

Boys and Girls High School was the place to be on Thanksgiving for community seniors. They were welcomed with warm hearts and hot food to celebrate the holiday thanks to the volunteer efforts of Local 237 members.



Community seniors enjoying the holiday.



Derek Short, 237 Business Agent in the Law Enforcement Division with **Cherise Neal** School Food Services Grievance Rep and Shop Steward.



SSAs Manguel and Farley with **Derek Short**, 237 Business Agent in the Law Enforcement Division.

SAVING A LIFE!



November 2 started off like any other day. And then, suddenly, it wasn't. School Safety Agent **Elizabeth Rosado** was getting ready to go on her meal break when she happened to walk by a teacher on the 1st floor hallway of the Lafayette Educational Campus. She heard someone fall. It was Mrs. Kullman, a teacher

for Kingsborough Early College Secondary School! She collapsed on the floor face forward. The halls were cleared and Rosado sees another teacher, Mr. Valvo, and told him to call the nurse. He also helped me turn Mrs. Kullman flat on her back. The teacher was unresponsive, turning colors and her body was contorting all at the same time. Rosado checked for a pulse and it was not looking good. Mr Valvo immediately started to do CPR and Rosado ran as fast as possible to get the AED from the main desk. Rosado placed the pads on Mrs. Kullman's body so the AED analyzed her heartbeat and delivered three shocks while guiding Mr. Valvo with CPR until EMS came. School administrators and other School Safety Agents came to the area making sure no students were around the scene by securing the exits. EMS arrived minutes later and continued with keeping the teacher alive. Mrs. Kullman was in a coma shortly after the incident but she is now recovering due to Rosado's swift thinking and teamwork. Rosado received an award from her Supervisors for her outstanding, life-saving actions on the job.

SAVE THE DATE!



Save the date! **April 18, 2019** at 6pm will be the Finale of "My School Has Rhythm Not Violence" (Staten Island) edition. The location and the four Schools participating in the finale will be announced soon. Stay Tuned...

African American Day Parade

Celebrating Cultural and Diversity



Gregory Floyd greets former Mayor David Dinkins.



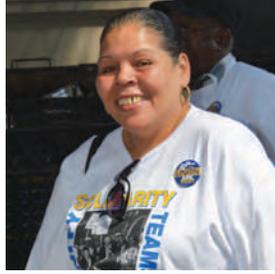
Gregory Floyd with City Council member Robert Cornegy



Former Congressman Charlie Rangel makes a point in discussion with Gregory Floyd.



Hazel Dukes, President of the NYS Chapter of the NAACP says hello to Gregory Floyd.



In his Inaugural Address in January of 1981, Mayor David Dinkins described New York as a "gorgeous mosaic of race and religious faith." In 1977, when he ran for mayor of New York City, Mayor Dinkins described the American people as a "melting pot," and Jesse Jackson, over the years, has used the term to describe the American people. But, Mayor Dinkins has also said that he never liked "melting pot" when he ran for Manhattan borough president in 1990, because it implied cultural differences either. "I never liked 'melting pot' because it implied that but in keeping our cultures." The idea that, in New York, one big stew may seem charming but misses the great value that the people from across the globe gives to the "salad bowl" of our city. Cultural differences are not totally absorbed and obscured, but they are celebrated.

Local 237 recognizes that diversity is our greatest strength. We celebrate our cultural differences, with the Latino Heritage Celebration in September. The Latino Heritage Celebration gave us a chance to recognize the cultural accomplishments of Latinos, in addition to our own. It was a job well-done. At the African American Parade, 2018, we celebrated the achievement of the achievements of Blacks in our country.

Integrating Cultural Pride Diversity

Latino Heritage Celebration

In 1990, David Dinkins, the 106th Mayor of the City of New York, said: *"I see New York as a mosaic of national origin and sexual orientation."* Mayor Mario Cuomo called the city a *"magnificent mosaic."* John F. Kennedy famously wrote about our nation as *"a great mosaic of cultures."* He used the down-home image of a patchwork quilt to describe the city, who actually first described the city as a mosaic in 1890. In 1985, he said that he never liked the idea of denying the city's diversity. *"Our strength is not in melting together, it's in celebrating it."* In New York, everybody from everywhere is blended into a great asset that the multiplicity of cultures brought by immigrants is not only tolerated but extolled and applauded. The celebration commemorated the richness of our Latino heritage and the African American Parade, both of which gave members a chance to share the history, food and traditions. Honoring several of our Hispanic members for a year, 12 Local 237 members marched with pride in an acknowledgment of their contributions to our country and our city.



Jeanette Taveras, Local 237 Recording Secretary and Business Agent



Ruben Torres, Local 237 Vice President Executive Board



Gregory Floyd with Enrique Lebron



Gregory Floyd with Richie Torres



Gregory Floyd with Fabian Santana



Gregory Floyd with Iris Baez



Chico Alvarez, El Ritmo de la Ciudad Honoree



Gregory Floyd with Ana Castillo



Gregory Floyd with Ivan Maestre



Gregory Floyd with Maria Abreu



Gregory Floyd with Priscilla Delgado



Gregory Floyd with Luis Figueroa



Gregory Floyd with Willy Luna



LONG ISLAND REPORT



Town of Babylon members **Rich** and **Tim** wishing all Happy Holidays.



Brentwood Food Service workers posing for some pics. Huge 237 supporters and we appreciate them.



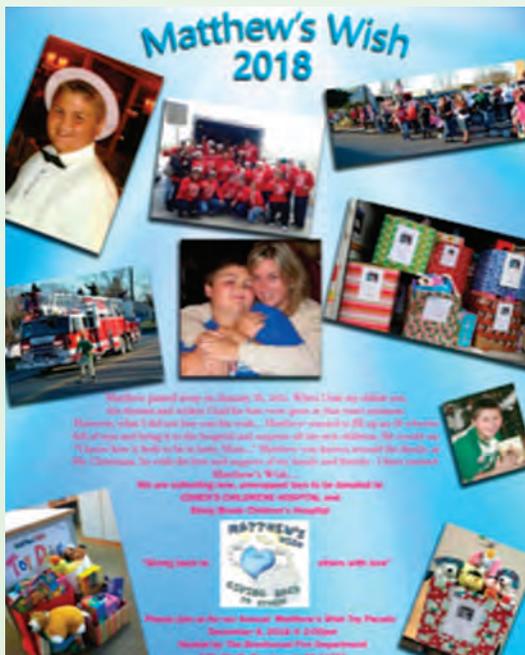
John Hammer, far right who is the Plainview Old Bethpage Schools Liaison presents **Regina** with a 30 year retirement plaque. Regina was a Custodian for the District.



Local 237 supports local veterans. We presented a check to house homeless veterans on **President Floyd's** behalf to VFW post 2912 in Wheatley Heights. What a great cause and how proud 237 is to be involved with its veterans and the community. Business Agent **Scott Dimperio** is also pictured. The event took place on Veterans Day, Nov 11th.



Matthew's Wish



Local 237 participated in Matthew's Wish toy drive in the Brentwood School District. Matthew passed away, but wanted all kids in the hospital to receive a toy.



Toys from Matthew's Wish.



Benny Carenza with **John Gallagher** and Matthew's mom.



Benny Carenza with **Mrs. Claus** and **Robby Allen**, who is a Groundsman at Brentwood School District. Matthew was his nephew.

Thanksgiving

Working with the office of Suffolk legislator, Monica Martinez, Local 237's Long Island Division and Long Island Home Builders Care Inc. (LIHBC)—which serves Brentwood, Central Islip, Bellport, Hauppauge and Huntington Station—fed hundreds of people for Thanksgiving and distributed coats, sweaters gloves and scarves, donated by LIHBC.



Latino Celebration

Two members from our Long Island Division, **Fabian Santana** and **Ana Tucker Castillo** were honorees at the Latino Heritage Month Celebration.



George Wade, Benny Carena, Fred Dunn, President Gregory Floyd, Cathy Rice and Donald Arnold.



Scott Dimperio, Business Agent for Brentwood and his wife Cheryl Dimperio.



Cathy Rice Business Agent and Trustee and son Dillon.



Fabian Santana, Custodial Worker 1, Brentwood LI Div with Benny Carena.



Ana Tucker Castillo, Food Service Worker, Brentwood School District with Benny Carena.

POLITICAL AND LABOR NEWS

Floyd Testifies at Council Hearing



Pictured with Gregory Floyd is Joshua Barnett, (left) Architect in the Design Department of NYCHA and a member of DC 37, who also testified in opposition to the privatization of public housing.

Local 237 President, **Gregory Floyd** recently testified at an Oversight hearing of the City Council, investigating NYCHA's plans for development and privatization as a means of raising much-needed capital for the largest—and oldest-- public housing system in the nation. Floyd opposes NYCHA's plan, known as Rental Assistance Demonstration (RAD) to privatize many of its properties. He expressed additional concern for further plans to increase the number of housing complexes to be privatized, calling into question the actual benefits the program would reap. In his remarks, Floyd told Council members: "I am president of the union which represents the largest number of public workers at NYCHA. One third of those 8,000 members are also NYCHA residents. So, we know the problems with NYCHA both professionally and personally. We also know that the privatization of NYCHA is not the solution. Programs like RAD are nothing more than a land-grab by private developers under the guise of saving public housing. Nothing could be further from the truth! The money supposedly generated by RAD is insufficient and unproven. It does not justify a wholesale giveaway of public property for private profit. Gentrification is the result. It will ultimately displace NYCHA residents and rob them of their community. There are many others who agree. For example, I have copies of letters written by Congresswoman Maxine Waters to President Obama in 2014 and to the GAO in 2015, to express her concern. Yes, NYCHA is broken but our members have been trying to fix it. And, it's Local 237 members who know the developments best. They have worked hard to keep the buildings operating despite years of gross mismanagement at the highest level. And, they worked hard despite diminished funding and limited resources. But now, our members are worried about losing their jobs or being displaced. NYCHA was once a place of pride to live and work. It was considered the shining example of civic responsibility. How did a national model become a national nightmare for so many people?"

Privatization is not the savior of public housing. It is the exact opposite. Privatization is a hoax with good PR. There are some real solutions such as: more funding at all levels of government; better management at the top; and, let members do the work they are trained to do, in developments they know. Those are some of the real solutions, in real time. Please consider them as I urge members of the City Council to vote "NO" to privatization of public housing. Public housing should not be sold off. That is just a false, quick-fix to a difficult problem that promises to have long-term consequences that few can live with and many will regret." ■

LOCAL 237, A REAL WINNER

The International Labor Communications Association (ILCA) is the professional organization of labor communicators in North America. The ILCA was founded in 1955 as the International Labor Press Association. Its formation was brought about by the merger of the American Federation of Labor and the Congress of Industrial Organizations. The body was established as a means of coordinating the message of the new organization in labor newsletters, newspapers and magazines throughout the labor movements. It changed its name to ILCA in 1985. The ILCA's several hundred members produce publications with a total circulation in the tens of millions. ILCA membership is open to national, regional, and local union publications and to media productions affiliated with the AFL-CIO, Change to Win and the CLC, as well as to associate members not affiliated with those bodies.

Annually, the ILCA hosts an awards luncheon in Washington, DC to honor excellence in labor communications. Teamsters Local 237 was among the honorees, cited for 5 awards that included commendations for Newsline, Retiree News and Views and the union's Here's Who We Are brochure. On hand to accept the awards were **Gregory Floyd**, President of Teamsters Local 237 and **Phyllis Shafran**, Director of Communications, Political Coordinator and editor of those publications. ■



Lisa Martin, President of ILCA with Honoree Gregory Floyd, President of Teamsters Local 237 and Phyllis Shafran, Director of Communications.

■

Marie Colvin: Courageous War Correspondent. Assassinated Journalist. Teamster

A new movie, "A Private War," is the real life story of **Marie Colvin**, a war correspondent portrayed by Rosamund Pike in a powerful performance. Marie covered stories many did not want told, in dangerous locations, where few would dare to go.

First she lost her eye and, eventually, her life at age 56.

Her bravery was legendary. She stayed behind enemy lines during the Iraq War in 1991; in 1999, she remained in East Timor to document refugees under attack at a U.N. compound by government-backed militias; in 2001 she was blinded in one eye by the blast of a Sri Lankan army rocket-propelled grenade, and fearlessly wore an eye patch as a symbol that she would not stop telling the story of civilians who she said: "endure far more than I ever will" and cannot escape to the comforts of London, where she lived at the time. In 2012, Colvin was in Syria, where her family, natives of New York, claim that she was deliberately targeted and killed by artillery fire at the direction of a senior Syrian military officer, who sought to silence her reporting on civilian casualties in the besieged city of Homs as part of a media campaign to keep a worldwide audience in the dark. Colvin and French photographer, Remi Ochlik, age 28, were killed instantly. Two other foreign journalists, including a Times photographer, were severely injured but escaped.



Marie Colvin -courageous in the face of danger.

Life for Marie was not always so chaotic. Born in New York and raised in Oyster Bay, Long Island by her school teacher parents, shortly after graduating from Yale University, she took her first job... with the Teamsters at Local 237, where she wrote the union's publications. Marie went on to become a United Press International (UPI) reporter who was promoted after a time to Foreign Desk Editor and then Paris Bureau Chief. From there, she went on to the Sunday Times in the UK, where she remained for more than 25 years.

There's an old adage: "Tell me what you were and I'll tell you what you are." Marie Colvin was a Teamster. ■

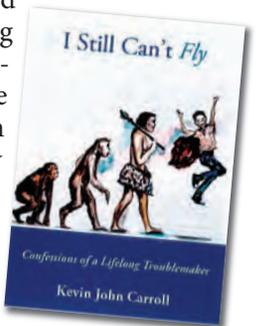
I still can't fly. Confessions of a lifelong troublemaker

Kevin Carroll, now retired, was a member of Sanitation Workers Local 831 and Sanitation Officers 444. He is also an author. He recently published



Kevin Carroll

I Still Can't Fly-Confessions of a Lifelong Troublemaker, a cautionary tale, often hilarious, sometimes profane, that will make many young people think long and hard before trying opiates, and encouraging those with an addiction to believe they can free themselves from this 500 pound gorilla. The book is also a tribute



to the role that his union played in saving Kevin's life. The announcement on the release of the book read: "Have you ever been in trouble with the boss and asked your union steward to stand up for you? No one ever needed the union's support more than New York City sanitation worker Kevin Carroll.

The young gambler tried heroin, liked it and took it again. Before he knew it, Kevin had an addiction, leading to risky drug buys in Harlem and the South Bronx. He was always in trouble, taking big risks and sometimes getting caught, and always saved by his union.

After his third arrest for buying drugs while on the job, his union rep told him if he went upstate to rehab and got clean maybe, just maybe he could save his pension, though probably not his job. Three months later, Kevin returned to his family, clean for the first time in 25 years and ready to get back to work. He was reinstated thanks to his union, and stayed clean, working without any more problems with the law for many years, until he retired with a full pension.

Kevin's story begins on the first day in Catholic school at the age of six, where his wise-guy mouth brought a sharp slap in the head from the nun and a trip to the coat closet. It was all downhill from there. Leaving school in 9th grade, Kevin worked at numerous low pay jobs until he was accepted by the city sanitation department, where his adventures continued.

If you want someone from a non-union shop to understand just how important a union can be in saving your job, give him or her a copy of Kevin Carroll's book; they'll be ready to sign the pledge card and join the picket line."

The book is published by Hard Ball Press and distributed by Ingram. ■



Legal Fringe Benefit and Your Taxes

By Mitch Goldberg *Director of the Welfare Fund*

In the past week or so we have had many inquiries regarding the Legal Fringe Benefit. Under Section 61 of the Internal Revenue Service Code, Legal Service Fringe Benefits are considered income subject to Federal employment taxes (Income, Social Security and Medicare) for full-time employees. Accordingly, the amount of this benefit must be incorporated into each employee's W-2 Wage and Tax statement.

Please note that the Legal Service Fringe Benefit amount for the year 2018 will be **\$110.13 for all Active Welfare Fund members**. This amount will be reported on the W-2 form for each full time member with a deduction for FICA and Medicare tax. If any active member needs a new form or has any questions, he or she should call the payroll department for their agency.

Legal service benefits are available to you through the Legal Services Section established by the Trustees of the Fund. This plan of benefits has been established to provide a wide range of legal

services at no cost to you. The lawyers and staff of the Legal Services Section are located at 216 West 14th Street in New York City. Legal services benefits are only available through the Legal Services Section; if you need a lawyer, you may choose not to use these benefits, but you will not be reimbursed for any outside attorney that you use. The following services are covered: legal advice and consultation, drafting wills and testamentary trust agreements, domestic relations, including separation, divorce and annulment, family court proceedings including custody visitation, family offenses, abuse and neglect and paternity, consultation on family court support proceedings and representation in those cases where it is determined that the presence of an attorney is necessary, tenant questions, problems and proceedings, examination of leases, purchase and sale of primary residence, consumer protection problems and retail credit problems (excluding class action suits and small claims), bankruptcy and social services consultation. ▮

Some helpful tips on how to stay grounded during the holiday season



By Ayana Ali
*Director Local 237-
Social Services*

For many, the holiday season can be a time of great joy and togetherness. They can also however, be a time of sadness and tremendous stress whether financial, familial or professional. There are many demands brought about by the season so, here are some helpful tips on how to stay grounded:

- 1. Pay attention.** If you find yourself feeling particularly stressed, cranky, tired or even worn down, take a moment to rest as it is likely that your mind and body are trying to tell you that you should slow down.
- 2. Acknowledge your feelings.** If the holidays are usually not a great time for you because they bring up difficult issues or memories or if this time of the year is particularly hard for other reasons, don't gloss over that. Allow yourself to feel the feelings and don't judge yourself for them.
- 3. Seek comfort.** If you're feeling alone, spend time with the people who can help you to feel better, friends or family members that you trust. If there is a specific social outing or setting that always brings your joy, go there and enjoy yourself.
- 4. Make a plan.** Whether it is a budget, a shopping and gift list or a schedule for visiting family members, outline a guide that is sensible and will not result in exhaustion or unnecessary stress. Be realistic. Spend only what you can afford to avoid financial challenges in the New Year. Do not load a weekend up with visits to a family members that will leave you tired and drained. Do only as much as is healthy for you.
- 5. Try to adopt/continue healthy habits.** As much as it may be tempting to, try not overeat during the holidays. Be sure to get adequate rest. Schedule days to simply hang out doing things that bring you joy. Take care of your emotional and spiritual self. If you regularly see a therapist or psychiatrist, keep all of your appointments. If you normally visit a house of worship, meditate or pray, continuing to do so during the holidays, will help to keep you grounded. Practice gratitude whenever you can. If you do not have a daily practice or ritual, find something to do on a regular basis that can help you to feel calm and settled, even if it's just breathing deeply for 2 minutes a day.
- 6. Move it.** Exercise doesn't always have to be strenuous and difficult but moving your body has been proven to release mood enhancing endorphins. Dancing is a way to move your body, burn calories and to have fun. Or if you have a dog, take him or her out for a brisk evening walk around the block. Whatever you do, find a way to stay in physical motion.
- 7. Move forward.** If you have an unpleasant experience this season, move past it and try to concentrate on the positive. Think of what you want to do differently in the New Year and start afresh and anew now.

If you need extra support now or any time in the future and want help locating a therapist or psychiatrist who participates with your insurance carrier, please contact Ayana Ali, LCSW at **212-924-7220** for further assistance. ▮



A New Year's Resolution

By Mary E. Sheridan, Esq.

Director Local 237-Legal Services Plan

The end of another year and resolution time is just around the corner. As Local 237 members, you are entitled to free legal assistance for a host of civil legal matters. One area for which you may obtain representation is in the preparation of a Will, Durable Power of Attorney and Health Care Proxy. Getting a Will done and planning for potential futures are often matters that we promise ourselves we will attend to and then, too often, let go by the wayside for another time. Unfortunately, life's uncertainties sometimes mean we wait too long. So, here is your 2019 resolution, get your Will, Health Care Proxy and Power of Attorney done.

If you are still able to make decisions about your financial, legal and healthcare options, now is the time to act. As we age, we are not guaranteed we will always be able to make such decisions and acting while capable is important. Specific laws vary by state, but the need for these three documents is the same wherever you live.

A Will is a legal document directing what happens to our assets after we die. The Will names an Executor to handle probate and filing the Will with the Surrogate's Court. Many assets can be set up to avoid a costly and time-consuming probate. Naming beneficiaries on life insurance policies, pension survivor benefits and bank account payable upon death beneficiaries are all things to think about to avoid probate. If one dies without a Will, the decedent's state of residence decides what happens to property without beneficiaries. Many people with young children don't realize that you can, and should, name a

guardian and a trustee for your minor children in your Will.

Health Care Proxies and Living Wills are documents naming a person to make medical decisions should we become incapacitated, terminally ill or unable to make our own health care decisions. The Living Will component of the Health Care Proxy can detail specific medical treatment wishes.

Durable Powers of Attorney and Springing Powers of Attorney are documents naming an Agent to handle financial matters and matters other than medical treatment. The Durable Power of Attorney allows the Agent to act for you immediately and continues in force should you become incapacitated in the future. The Springing Power of Attorney only goes into effect if you are found to be incapacitated.

A Health Care Proxy/Living Will and a Power of Attorney cannot be signed by someone already incapacitated. A person signing these documents must be able to express his or her wishes and be fully aware of the consequences of these documents. Without a Power of Attorney, once someone is incapacitated or incompetent to act for herself, a guardianship proceeding will be needed. A little pre-planning can save a lot of potential time and money in the future. Perhaps more importantly, pre-planning allows you to express your wishes rather than leaving it to the Courts or the State.

If you already have your estate planned and have named your medical and financial agents, now is the time to review it. Be sure your plan is up-to-date and if not, resolve to give us a call today! ▮

We are very proud of the accomplishments of our members striving to achieve new educational and professional heights. Meet the new graduates:

MEMBERS IN THE NEWS

Congratulations to the Graduates

DEPARTMENT OF HOMELESS SERVICES



The Department of Homeless Services held a graduation ceremony in October to mark the successful completion of the Officer training program. The graduates committed to performing their jobs with “accountability, empathy and equity.” On hand to congratulate the new Officers were **Charlie Cotto**, Law Enforcement Business Agent, (left) Local 237’s Senior Counsel, **Lawrence Bosley**, (first row, right) and **Derek Jackson**, Director of Law Enforcement (second row, right).



Shanell Grayson, Deputy Director of Local 237’s Training and Education Department received a Master’s Degree from CUNY’s Murphy Institute in Urban Studies and a Minor in Labor Studies. Pictured with Shanell (center) at the graduation ceremony were her proud family members, friends and colleagues—all wishing her well and overjoyed by her great accomplishment.

NYPD’S SCHOOL SAFETY DIVISION

In its training manual, the NYPD’s School Safety Division indicates that its mission is to “provide a safe environment. Conducive to learning, where students and faculty can be free from hostility and disruptions which could negatively impact on the educational process.” In October, the NYPD welcomed its latest class of Agents dedicated to fulfilling that mission. Valedictorian **Sinwara P. Islam** spoke on behalf of her classmates pledging to take on the responsibilities of SSAs. She is pictured with her father (left) and **Charlie Cotto**, Law Enforcement Business Agent.



CUNY PEACE OFFICERS



In October, York College hosted the graduation ceremony for CUNY Campus Peace Officers, Entry Level. The new officers were sworn into office by vowing to “remain ever mindful of my duty to protect and serve the students, faculty and staff”. **Local 237 President Gregory Floyd** (left) attended the ceremony and told the graduates that their job “came with a great deal of responsibility and I wish you well on meeting any challenges you may encounter.”

Keeping you in the know

EmblemHealth Partners with Centers of Excellence in Re-imagined Plan for City Workers

EmblemHealth recently announced a re-imagined health plan for City workers. The focus of the new plan is to elevate care for city workers by creating a personalized experience grounded in wellness, prevention, and top-tier care.

As part of the new plan, EmblemHealth secured partnerships with two national leaders in cancer care and orthopedics – Memorial Sloan Kettering and the Hospital for Special Surgery.

“When choosing these partners, we asked ourselves, ‘where would we want to go?’” said Karen Ignagni, EmblemHealth President and CEO. “These two institutions stand apart as leaders in quality care, but they also demonstrate the same commitment we do to keeping our City workers healthy and happy.”

To transition to these two care institutions, primary care will play a critical role. EmblemHealth’s medical group, AdvantageCare Physicians, will provide primary care services across their 36 locations, and by working with these Centers of Excellence, will ensure coordination of patient care throughout their health journey.

“I am so pleased with the collaboration that Emblem has brought to the table,” said Dr. Navarra Rodriguez, AdvantageCare Physicians President and CEO. “We can make sure patients get the right care, at the right place, at the right time, with the right outcomes, at the right



On his recent radio show, “Reaching Out With Gregory Floyd” (970AM/The Answer) the new Emblem Health plan for City workers was discussed. From left to right standing behind Greg Floyd are: Dr. Navarra Rodriguez, President/Chief Medical Officer, AdvantageCare Physicians (ACPNY), Dr. Catherine Maclean, Chief Value Medical Officer, Hospital for Special Surgery (HSS), Dr. Lee Erickson, Family Medicine Specialist and Deputy Physician-in-Chief for Clinical Operations at Memorial Sloan Kettering Cancer Center (MSK)

cost. It’s collaborative and connected, which is exciting and innovative. No one else is doing it this way.”

The new plan will begin in January 2019, when City workers will find a Gold experience with designated customer service, a new health and wellness platform, health coaching, incentives, rewards and access to the Centers of Excellence.

EmblemHealth has worked in partnership with the City’s union leaders, including Local 237 President **Gregory Floyd**, who is a member of the Executive Board of EmblemHealth. Floyd played a leadership role in driving the creation of the reimagined plan, not only to offer an enhanced health care experience for city workers, but also to improve health outcomes and bring wage security to city workers and their families. |

Condolences

It is with great sorrow that we announce the death of the following members of Local 237 or members of their family. They will be sorely missed.

to **Midersi Martinez**, Member Services Assistant Manager from the Welfare Fund and **Sobeyda Rodriguez**, Assistant Bookkeeper, on the death of their beloved father, Teofilo Rolando Martinez.

to the family of **Kevin Ernst Bean**, a well-respected and well-liked CUNY Peace Officer who recently passed away.



to **School Safety Agent Kenneth McIntosh** of Brooklyn South Command on the death of his cherished mother, Dolores E. McIntosh.

to **School Safety Agent Diane Jeffers** of Manhattan North Command, on the passing of her most loved son, Paul V. Barnhardt.

Ser Resuelto sobre las Resoluciones

2018

El año que estuvo

A medida que se acerca el año nuevo, esperamos un nuevo comienzo y un nuevo comienzo. Es una tradición sostenida por algunos para hacer una resolución o un deseo para el Año Nuevo. Bajar de peso, dejar de fumar, gastar menos dinero, escuchar a su cónyuge más y orar por la paz son solo algunas de las resoluciones que muchos hacen, que pocos mantienen y la mayoría de los que saben tienen una posibilidad cuestionable de llegar a buen término. El año nuevo es también un tiempo para evaluar. Utilice los altibajos del año anterior y haga planes para mejorarlos o eliminarlos. Pero, lo más resuelto de las resoluciones y deseos de Año Nuevo es que, aunque los hacemos con sinceridad, planeamos mantenerlos en serio, todos sabemos que no hay una multa por no cumplir, y siempre hay el año próximo para hacerlos nuevamente. De hecho, el 88% de las resoluciones de Año Nuevo fracasan, el 80% de ellas se terminaron, se olvidaron o simplemente se abandonaron en marzo del año nuevo.

El Año Nuevo es de hecho un momento en el que muchos reflexionan sobre sus vidas, a veces con arrepentimiento, a menudo con agradecimiento y, por lo general, con la esperanza de un mejor año por delante. Hay innumerables celebridades que han sopesado sus esperanzas, predicciones, as-

Gregory Floyd, Presidente de Equipo Local 237 y Vicepresidente Internacional en la Junta Ejecutiva de la Junta Ejecutiva General del IBT

"En muchos sentidos, este fue un año muy turbulento para los sindicatos. La unión sindical y los destructores de la unión nos recibieron en cada momento. El fallo de la Corte Suprema en el caso de Janus, por ejemplo, fue uno de los mayores desafíos que aquellos de nosotros que entendemos el papel positivo que el movimiento obrero juega en la calidad de vida de la familia trabajadora promedio, tuvimos que superar y combatir con mayor determinación.

Es posible que hayamos caído pero no fuera y, de hecho, hemos perseverado. Uno de los logros del que estoy más orgulloso es, como parte de mi posición en la Junta Ejecutiva de Emblem Health, pudimos crear un nuevo plan de salud para los empleados de la ciudad que no solo elimina los gastos de bolsillo, sino que también incluye nuestra asociándose con dos de los mejores hospitales en el Centro de Cáncer y Hospital de Cirugía Especial Memorial Sloan Kettering de la nación. Ciertamente, cualquiera que cuestione el valor de los sindicatos no necesita mirar demasiado lejos: a partir del 1 de enero, los trabajadores de la ciudad pueden esperar un año de excelente atención médica que salve vidas y dinero."

Benny Carena, Director de la división de Long Island y miembro de la Junta Ejecutiva

"Lo que hace que el Director de Long Island y el Fideicomisario de la Junta Ejecutiva se muestren más orgullosos es el arduo trabajo que realizan a diario los agentes comerciales y la secretaria de Long Island para brindar servicios a los miembros de la mejor manera posible. Nos damos cuenta de que los miembros son tan críticos para promover el movimiento obrero. Estamos orgullosos de todos nuestros miembros y hacemos todo lo posible para ayudarlos en su vida diaria. También estoy extremadamente orgulloso de la capacitación que brindamos a los miembros de Long Island. Capacitación de delegados comerciales, capacitación de negociadores por contrato, capacitación de reclamos, comunicación con los entrenamientos de su jefe, entre otros. Estos han sido muy concurridos y muchos miembros han recibido una gran educación en cuanto a qué es el sindicato, qué puede y qué no puede hacer el sindicato; y les proporcionamos las herramientas que necesitan para ser mejores en lo que hacen y estar mejor preparados para ayudar a todos los miembros. Estas clases se llevaron a cabo en el horario personal del sábado, que dice mucho acerca de ellos que desean adquirir los conocimientos para avanzar en sí mismos y el Local 237. 2018 ha planteado muchos desafíos, incluido el fallo de Janus. En mi opinión, esto fracasó en cuanto a su intención ya que ahora los miembros están más conscientes que nunca de por qué todos necesitamos sindicatos para protegernos y aplicar las disposiciones contractuales duras que disfrutamos. ¡Esperamos más participación de los miembros en 2019 y deseamos a todos buena salud!"

piraciones y consejos de Año Nuevo. Oprah Winfrey dijo famoso: "Saludos a un nuevo año y otra oportunidad para que lo obtengamos derecho." Albert Einstein aconsejó: "Aprende de ayer, vive para hoy, espero olvidará lo que dijiste, la gente olvidará lo que hiciste, pero la gente nunca olvidará cómo los hiciste sentir." Mark Twain sugirió que: "El día de Año Nuevo es el tiempo aceptado para hacer tus buenas resoluciones anuales regulares.

La próxima semana puedes comenzar a allanar el infierno con ellos como de costumbre." John Lennon dijo: "Cuenta tu edad, amigos, no años. Cuenta tu vida con sonrisas, no con lágrimas" Michelle Obama alentó a los jóvenes a: "Elegir a las personas en tu vida que te eleven." Mohammed Ali dio este consejo: "Odié cada minuto de entrenamiento. Pero dije, no renuncies. Sufre ahora y viva el resto de su vida un campeón." El Dr. Martin Luther King, Jr. aconsejó a sus seguidores que "den el primer paso en la fe: no es necesario ver toda la escalera, solo el primer paso." E incluso la Dra.

Seuess intervino con este pensamiento filosófico: "A veces nunca sabrás el valor de un momento hasta que se convierta en un recuerdo."

En la Local 237 de Teamsters, además del **Presidente Gregory Floyd**, varios de nuestros miembros ofrecieron sus reflexiones sobre las cosas logradas, cosas por hacer, así como sus deseos, esperanzas y predicciones para 2019.

Charlie Cotto, Agente de Negocios, División de Aplicación de la Ley

"Enfoque el año nuevo con la determinación de encontrar oportunidades ocultas en cada nuevo día."

Saul Fishman, Presidente, Colegio de Abogados del Servicio Civil

"Para 2019, mi resolución es tener un nuevo contrato CSBA con aumentos, licencia familiar pagada, pago retroactivo completo, aumento de RIP y disponibilidad de horarios comprimidos. Además del nuevo contrato, resuelvo reintroducir la legislación de reducción de préstamos estudiantiles en Albany y luego promulgarla. Y para ayudar a que se logre aún más, resuelvo animar a muchos más miembros a participar políticamente en la comunidad."

Shannell Grayson, Director Adjunto, Fondo de Capacitación y Educación

"La resolución de mi Año Nuevo es pasar más tiempo viajando, prestar más atención a los detalles simples de la vida, basarme en pensamientos y acciones patéticos, evolucionar continuamente como individuo, ser más abierto y ser una mejor persona para mí". mi familia y nuestros miembros sindicales"

Phyllis Shafran, Director de Comunicación y Coordinador Político.

"Recuerdo la alegría de llevar a nuestro hijo, el joven Austin, a ver el árbol de Navidad en el Rockefeller Center. Pero ahora, 30 años después, cuando tomamos a su hijo, el pequeño Mason, nos dimos cuenta de cómo han cambiado las cosas, y no para mejor. Perros detectores de bombas, armados militares con rifles automáticos y barricadas de la policía en todas partes. Sí, nos sentimos seguros pero tristes con la nueva norma. Entonces, cuando nos acercamos al Año Nuevo, mi oración es que los niños pequeños como Mason no tengan que crecer en un mundo de odio, y que puedan llevar a sus hijos a ver el árbol con tranquilidad, sabiendo que mientras celebramos En la temporada de dar, hemos encontrado una manera de darnos comprensión y amor."

DEJAR DE FUMAR

AHORRAR DINERO

PERDER PESO

Aún no se ha determinado cómo evaluarán los historiadores el 2018. Pero, de alguna manera, ya sabemos que fue un año preocupante. El terrorismo una vez más causó estragos y angustia a muchos en nuestra nación y en todo el mundo. El odio en forma de nacionalismo, antisemitismo y racismo dio lugar a la matanza sin sentido de personas inocentes: trabajadores, adoradores, escolares y un periodista de renombre mundial. América, esta nación de inmigrantes, una vez el faro resplandeciente de la esperanza que saludó a los recién llegados en el puerto de Nueva York por una dama con una linterna que sostiene una tableta que dice: "Dame tu cansado, tu pobre, tus masas amontonadas que anhelan respirar libremente, el desdichado rechazo de tu inmensa orilla. Envíenlos, los sin hogar, con temblores, ¡levanto mi lámpara al lado de la puerta dorada!" Parece estar a punto de cerrar sus puertas o, al menos, limita el acceso a "la casa de los valientes y la tierra de los libres." "Sindicatos de trabajadores, que construyeron la clase media en América: un hecho que a menudo se olvida o se ignora: han estado a la vanguardia de la defensa de los derechos de los trabajadores y nuestros valores democráticos. La reciente elección de mitad de período, que tuvo la mayor participación de votantes en la historia reciente, contó con la asistencia de miembros del sindicato de Teamster que iban de puerta en puerta para convencer a sus hermanos y hermanas de que votaran por los candidatos que lucharán por las cosas que más importan. para nosotros. Los miembros del sindicato de Nueva York y sus líderes, como Gregory Floyd, se han mostrado vigilantes para luchar la buena batalla y ganar algunas victorias destacadas: Nueva York se convierte en una ciudad santuario; hay un nuevo plan de seguro de atención médica para ayudar a salvar vidas y dinero de los trabajadores de la Ciudad, todo en un estado con legislación aprobada por el Gobernador para protegerse contra la aniquilación de los sindicatos por parte del privilegiado, corporativo 1%.

Ningún año nuevo comienza realmente nuevo. El año anterior, con sus máximos y mínimos, siempre impacta el año siguiente. Lo que nos enseña 2018 es que los desafíos obligan a las soluciones. Y, al igual que el viejo adagio, "la necesidad es la madre de la invención", podemos esperar convertir la adversidad en una ventaja ... recuerda 2018!

Cómo haremos nuestras resoluciones para 2019?



No hay problema. Tenemos una aplicación para eso.



Wishing you and those you hold dear health, prosperity and peace for the New Year. Let us give thanks for what we have and remain hopeful for what lies ahead.

From President Gregory Floyd, the Executive Board and the staff of Local 237

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MEETING NOTICES

All meetings will take place at Local 237 Headquarters, 216 West 14 Street, NYC, in the first floor conference room.

HOUSING AUTHORITY

- Mon., Jan. 7, 6 p.m. – Shop Stewards
- Wed., Jan. 9, 6 p.m. – Housing Assistants
- Mon., Jan. 14, 6 p.m. – Caretakers
- Tues., Jan. 15, 6 p.m. – Managers
- Tues., Jan. 22, 6 p.m. – Assistant Managers
- Mon., Jan. 28, 6 p.m. – Supv. Elevator Mech, Elevator Mech. & Helpers
- Tues., Jan. 29, 6 p.m. – Stores
- Mon., Feb. 4, 6 p.m. – Supv. Plasterers & Plasterers
- Tues., Feb. 5, 6 p.m. – Superintendents
- Mon., Feb. 11, 6 p.m. – Supv. of Grounds
- Tues., Feb. 12, 6 p.m. – Assistant Superintendent
- Wed., Feb. 20, 6 p.m. – Supv. Roofers & Roofers
- Mon., Feb. 25, 6 p.m. – Caretaker P's
- Tues., Feb. 26, 6 p.m. – Maint. Worker (Traditional)
- Mon., Mar. 4, 6 p.m. – Supv. Bricklayers / Bricklayer/Mason Helpers
- Mon., Mar. 11, 6 p.m. – Heating Plant Technician & Maint. Worker (Heating)
- Mon., Mar. 18, 6 p.m. – Supv. of Caretakers
- Mon., Mar. 25, 6 p.m. – Exterminators