

# LOCAL 1407

New York City Accountants, Statisticians and Actuaries  
District Council 37, AFSCME, AFL-CIO



COMMEMORATIVE JOURNAL

1951-2011

60 years of Professional Excellence

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**This book is dedicated to  
the deceased officers of  
Local 1407**

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ARTHUR TIBALDI  
President

DAVID WEXLER  
President

JERRY BROOKS  
Vice President

JOSEPH CIRNIGLIARO  
Vice President

VITO JOSEPH MONACO  
Vice President

DAVID SELWYN  
Treasurer

IRVING SILVERMAN  
Treasurer

IRVING LITWIN  
Treasurer

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AND TO ALL LOCAL 1407 MEMBERS  
WHO ARE NO LONGER WITH US.

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The American Federation of  
**STATE, COUNTY, and MUNICIPAL Employees**

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

GRANTS THIS  
**CHARTER**



*New York City, New York*  
*Comptroller's Office Employees*

*Ralph K. Chernack*

*Emanuel Schwartz*

*Harold Morrissey*

*Samuel Weinstein*

*Louis G. April*

*William Thoma*

*Thomas King*

*Richard McKeon*

*William Soll*

*Harvey B. Ehrlich*

and to their successors recognized by the American Federation of State, County, and Municipal Employees to constitute the union herein named and known under the title of Local Union No. 1407, for the purpose of a thorough organization of the service and a more perfect federation of all trade and labor unions. The union being duly formed is empowered and authorized to initiate into its membership any person or persons within its jurisdiction in accordance with the constitution of the American Federation of State, County, and Municipal Employees, and as hereafter revised and amended. That jurisdiction shall be as follows:

EMPLOYEES OF THE COMPTROLLER'S OFFICE OF NEW YORK CITY, NEW YORK, WHO ARE WITHIN THE JURISDICTION OF THE A.F.S.C. AND M.E.E.

PROVIDED, however, that the international executive board shall have power for good cause and after notice and hearing, to enlarge or restrict such jurisdiction.

PROVIDED, also that the said local union conforms to the constitution, laws, rules and regulations of the American Federation of State, County, and Municipal Employees, and as hereafter revised and amended, and at all times strives to maintain and expand its membership, and in default thereof, or any part, this charter may be suspended or revoked according to the laws of this federation. And should the local union disaffiliate, be dissolved, (either by its own act or by act of this federation), be suspended, or forfeit this charter then the persons to whom this charter is granted, or their successors, bind themselves to surrender the same, and upon request shall promptly surrender and deliver to the American Federation of State, County, and Municipal Employees this charter and all funds, books and records and other properties of whatever nature or description to be held by the American Federation of State, County, and Municipal Employees for the purposes set forth in the constitution, and as hereafter revised and amended, of this federation. And further, in consideration of the due performance of the above, the American Federation of State, County, and Municipal Employees does hereby bind itself to support the said local union in the exercise of all its rights and privileges as a chartered union of the American Federation of State, County, and Municipal Employees as provided and set forth in the constitution, laws, rules and regulations of this federation, and as hereafter revised and amended.

ed or revoked according to the laws of this federation. And should the local union disaffiliate, be dissolved, (either by its own act or by act of this federation), be suspended, or forfeit this charter then the persons to whom this charter is granted, or their successors, bind themselves to surrender the same, and upon request shall promptly surrender and deliver to the American Federation of State, County, and Municipal Employees this charter and all funds, books and records and other properties of whatever nature or description to be held by the American Federation of State, County, and Municipal Employees for the purposes set forth in the constitution, and as hereafter revised and amended, of this federation. And further, in consideration of the due performance of the above, the American Federation of State, County, and Municipal Employees does hereby bind itself to support the said local union in the exercise of all its rights and privileges as a chartered union of the American Federation of State, County, and Municipal Employees as provided and set forth in the constitution, laws, rules and regulations of this federation, and as hereafter revised and amended.

IN WITNESS WHEREOF, We have subscribed our names and affixed the seal of the American Federation of State, County, and Municipal Employees this 20th day of March, 1951.

**International Executive Board**



*Arnold S. Zander*  
 International President

*Gordon W. Chapman*  
 International Secretary-Treasurer

*L. E. Christensen*

*Henry C. Hoff*

*Wm. W. Horner*

*E. C. Hochhaus*

*Midway*

*W. Wain W. Ward*

*William J. M. Carter*

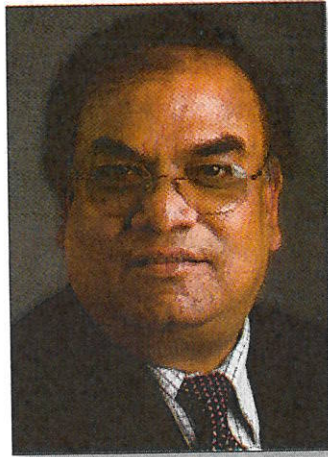
*Wesley C. Nathan*

*Ellen M. M. Kelly*

*John J. McGarry*

*Jerry Ehrlich*

# The President's Message



**I**N JUNE OF 2000, to my honor, the members of Local 1407 – Accountants, Statisticians and Actuaries – elected me as the fourth President of this outstanding local. It was a historic occasion in that I became the first American of Bangladeshi origin to be the President of a local union. I am deeply humbled and consider it to be the supreme achievement of my professional career. Serving the members of this distinguished local is my passion, my pride and indeed my dream.

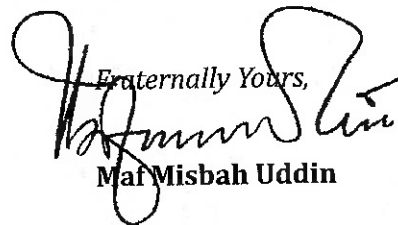
Today, we celebrate an extraordinary occasion for our local. The celebration of a sixtieth anniversary is a milestone that every organization can be proud of. Together, we have accomplished impressive achievements for ourselves, for our membership, and for our union.

This book commemorates sixty years of hard work, activism and success. The benefits we enjoy today were earned through the sacrifice of many before us. Our dedication and consistent leadership have gained immense respect from the administration and the public alike.

We know our City, State, and our Nation are struggling with an uncertain economy, falling revenue, and a looming deficit in every branch of the government. We are faced with the daunting challenge of negotiating contracts in precarious times with unjust terms. Above all, the right wing media and the elected officials they support are waging a nonstop assault on our hard earned union benefits and pensions.

The time is tough; the work ahead of us is demanding and brutally challenging. As the saying goes, "When the going gets tough, the tough get going." Our union has fought in the past and will continue to fight harder in the future, for as long as it takes. We will continue to educate our members in every way possible as the future of our union rests on our members' direct participation in shaping issues of critical importance to all of us. Together, we will continue to unite issues with solutions.

As President, I have had the pleasure of working with many talented Executive Board Members. These dedicated people have made a major contribution to the local. I want to thank all those individuals and organizations for their participation in making this celebration a success. I look forward to continuing to work hard together, benefiting every member of this great local union. The first sixty years have been historic. With God's help and the combined efforts of every member, the next sixty years will be monumental.

*Eternally Yours,*  
  
Maf Misbah Uddin

# ***Congratulations on Local 1407's 60<sup>th</sup> Anniversary***



***Dear Sisters and Brothers:***

Congratulations on your 60th anniversary. On behalf of our District Council 37 sisters and brothers, I salute you for six decades of accomplishments and fine service to your membership and to this union.

I am proud to say that Local 1407 is an integral part of DC 37, and under the leadership of your President and DC 37 Treasurer Maf Misbah Uddin and your Executive Board, your sense of solidarity has helped make our union stronger and more effective than ever.

For sixty years, we've fought shoulder-to-shoulder in our struggles to win the battle for workers' rights, social and economic justice. Your dedication and hard work in our struggles to improve the lives of our working men and women have enriched our union's history. You helped shape DC 37 into one of New York City's most powerful and progressive institutions.

During our campaigns, we have always been able to rely on your solidarity and participation in union rallies, legislative conferences, lobbying efforts and more.

As we go forward in 2011, we face great challenges that threaten our hard-won gains. The Mayor has threatened to lay off our members, squandered billions on contacting and attacked our pension and health benefits as the cause of the city's budget crisis.

As these attacks continue, we know much work is ahead. But with the members of Local 1407 by our side in solidarity, we will, once again, prevail.

Keep up the good work and best wishes as we look forward to tomorrow's hope and promise.

*In solidarity,*  
*Lillian Roberts*  
Lillian Roberts  
Executive Director



**VERONICA MONTGOMERY- COSTA**

PRESIDENT - LOCAL 372, DISTRICT COUNCIL 37 AND AFSCME INTERNATIONAL VICE PRESIDENT

Having served as President of District Council 37 and President of Local 372, I have been extremely honored to serve the thousands of New York City workers, past and present.

Local 1407 Accountants, Actuaries, Statisticians, Workers Compensation Benefit Examiners, Retirement Benefit Examiners, Analysts, Auditors, Economists and Bookkeepers for 60 years, have performed an invaluable service to the people of New York City. Their hard and diligent work ensures that millions of dollars of revenue to the city treasury are accurately accounted for.

I extend as President of District Council 37, my appreciation to Local 1407 President Maf Misbah Uddin, the Executive Board and Members for the hard work and dedication of its members. At a time when labor is under attack, we must resolve in working together in solidarity to make this union stronger than ever.

I commend Local 1407 for their commitment to quality, excellence in civil service and professionalism.

In Solidarity,

Veronica Montgomery-Costa

**A message from Gerald W. McEntee, AFSCME International President  
and Lee A. Saunders, AFSCME International Secretary-Treasurer**

**To: President Maf Misbah Uddin and all of the members  
of AFSCME Local 1407, DC 37**

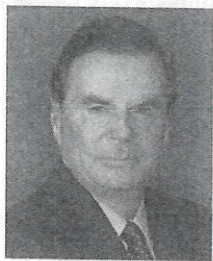
On behalf of the 1.6 million members of AFSCME, we wish to extend our congratulations on the 60th Anniversary of AFSCME Local 1407!

Throughout the 60 years since your local was chartered, you have empowered a wide range of New York City employees, including: accountants, actuaries, analysts, auditors, benefit examiners, bookkeepers and statisticians. Local 1407 can take great pride in fighting the battles that have led to an improved standard of living, economic security in retirement and a voice in the workplace.

Your local's work is more important today than it has ever been. Yes, these are challenging times. But they are also times of hope and opportunity. Together we are fighting to ensure that everyone has a chance to achieve the American dream.

As we congratulate Local 1407 on this milestone, we encourage every member to stay engaged and active. The success of our entire union and future generations of workers depends on the critical actions we take today. We honor Local 1407 which has spent the past six decades following one of the most important teachings of Dr. Martin Luther King, Jr.: "The time is always right to do what is right."

Thank you for all you have done and continue to do to ensure that the future for working people in New York City and beyond holds great promise. Again, many congratulations on your 60th anniversary and the fine work Local 1407 does each and every day. We wish you well. Continue your important work as part of the AFSCME family.



*Gerald W. McEntee*  
Gerald W. McEntee  
International President



*Lee A. Saunders*  
Lee A. Saunders  
International Secretary-Treasurer



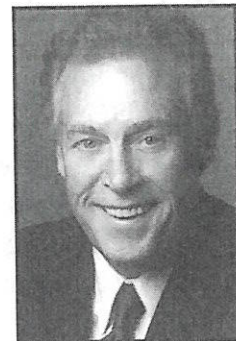
Denis M. Hughes  
*President*

Terrence L. Melvin  
*Secretary-Treasurer*

50 Broadway, 35th Fl.  
New York, NY 10004  
(212) 777-6040  
Fax - (212) 777-8422

100 South Swan Street  
Albany, NY 12210  
(518) 436-8516  
Fax - (518) 436-8470

March 16, 2011



Mr. Maf Misbah Uddin  
President  
AFSCME Local 1407  
125 Barclay Street  
New York, NY 10004

Dear President Uddin:

On behalf of your 2 ½ million brothers and sisters of the New York State AFL-CIO, please accept my congratulations and best wishes on the occasion of Local 1407's 60<sup>th</sup> Anniversary.

Your leadership, as well as the work of your predecessors, has set a standard for all labor leaders who will follow in the years to come.

The New York State AFL-CIO relies heavily on local unions such as 1407, because your dedication, commitment and willingness to fight for the rights, dignity and respect of working men and women is what makes this the most effective and powerful statewide labor movement in the country.

Also, please let your members know that the New York State AFL-CIO greatly appreciates the unity, solidarity and shared sense of purpose that they have always displayed, and which allows our movement to prosper.

Again, please accept my best wishes for a joyous and successful 60<sup>th</sup> Anniversary Celebration.

All the best!

Fraternally,

Denis Hughes  
President

DH:clm  
opeiu - 153





CHARLES E. SCHUMER  
NEW YORK

## United States Senate

WASHINGTON, DC 20510

March 24, 2011

COMMITTEES  
JOINT ECONOMIC  
BANKING  
JUDICIARY  
RULES  
FINANCE

Dear Friends:

Please accept my warmest greetings and congratulations as you gather for the 60<sup>th</sup> Year Anniversary Celebration of Local 1407-New York Accountants & Actuaries. I am grateful for the opportunity to acknowledge the fine work of Local 1407, its leadership, membership, and everyone who has made this event possible.

Since its founding, Local 1407 has represented its members with extraordinary fervor and dedication. Local 1407 has been a leader in the community and with the support of its resources and hundreds of members, Local 1407 has been a positive influence in the lives of countless individuals. I applaud the commitment and spirit that Local 1407 has demonstrated in serving New York.

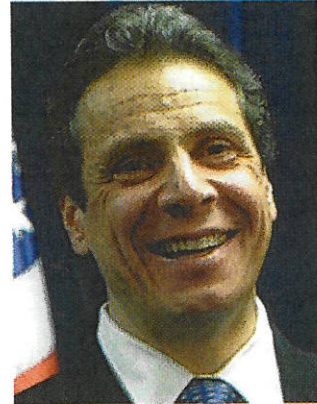
Again, thank you for your hard work and dedication to our young people. I know Local 1407-New York Accountants & Actuaries of DC 37 will continue to grow and serve the community for many years to come. Best wishes for a wonderful evening.

Sincerely,

Charles E. Schumer  
United States Senator



STATE OF NEW YORK  
**EXECUTIVE CHAMBER**  
ALBANY 12224



**ANDREW M. CUOMO**  
GOVERNOR

March 24, 2011

Dear Friends:

I am honored to send greetings to everyone gathered for Local 1407's 60<sup>th</sup> Anniversary Celebration.

Since 1951, Local 1407 has provided a powerful voice for New York City's Accountants, Statisticians, Actuaries, and other professionals – workers whose dedication and hard work help New York function as one of the world's foremost metropolises. As a valuable part of District Council 37, Local 1407 works tirelessly to bring about a better way of life for its members and their families, helping fuel our State's labor movement and strengthening the fabric of our City's diverse community.

On behalf of all New Yorkers, I applaud everyone affiliated with Local 1407 for your history of contributions to New York City and the Empire State.

Best wishes for a terrific event and much future success.

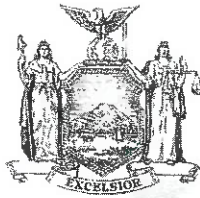
Sincerely,

A handwritten signature in black ink that reads "Andrew M. Cuomo". The signature is stylized and fluid.

ANDREW M. CUOMO



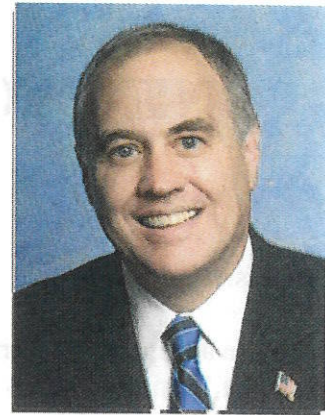
printed on recycled paper



STATE OF NEW YORK  
OFFICE OF THE STATE COMPTROLLER  
110 STATE STREET

March 24, 2011

Maf Misbah Uddin, President  
Local 1407 – New York City Accountants,  
Statisticians and Actuaries  
District Council 37, AFSCME  
125 Barclay Street  
New York, NY 10007



Dear Friends:

Greetings to all those gathered today for the 60<sup>th</sup> Year Anniversary Celebration hosted by Local 1407 of District Council 37, AFSCME, AFL-CIO. Since its inception, Local 1407 has been dedicated to protecting the rights of professionals in public service, ensuring equitable compensation and productive working conditions, and enhancing the performance of City agencies for the benefit of the people of New York.

In addition to accountants, actuaries and statisticians, Local 1407 represents professional men and women in a vast array of positions related to revenues, expenditures and budget processing, including auditors, benefits examiners, bookkeepers, business program coordinators, economists and investment analysts. Local 1407 members can be found in virtually every agency and authority in New York City, and their diligence, professionalism and expertise are essential to the efficient operation of the City's vital programs and services. The dedicated officers and members of Local 1407 are continuing the union's proud tradition of speaking up for working men and women and their families, and building a bright, prosperous future for New York City residents.

Best wishes for a joyful celebration and continued success.

Sincerely,

  
Thomas P. DiNapoli  
State Comptroller



## NEW YORK STATE ASSEMBLY

March 24, 2011

Dear Friends:

Please accept my sincere greetings as you gather for the 60<sup>th</sup> Anniversary Celebration of Local 1407 of District Council 37.

Local 1407 represents accountants, actuaries, statisticians, workers compensation benefit examiners, retirement benefit examiners, analysts, auditors, economists and bookkeepers, and its members work in a variety of job titles and at different levels to help make New York City run efficiently and effectively. As part of District Council 37, the hard working members of Local 1407 are dedicated and reliable, providing the services that make the City of New York one of the best in the world.

Since its founding, District Council 37's has a strong commitment to human rights and has always championed the struggle for civil rights and economic justice for all. DC 37's diverse ethnic members are a testament that the union gains strength from its diversity. From boycotting injustices to fighting for civil rights, DC 37 has been at the forefront of the nation's struggles for equal rights. Everyone connected with Local 1407 of District Council 37 can be proud of your efforts and of the respect you have earned.

Again, congratulations on your 60<sup>th</sup> anniversary, and best wishes to Local 1407 of District Council 37 for continued success.

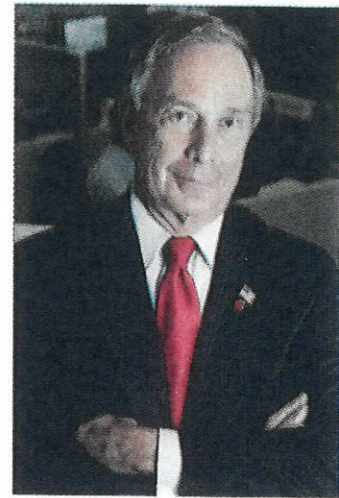
Sincerely,

A handwritten signature in black ink that reads "Sheldon Silver". The signature is fluid and cursive, with the first and last names being the most prominent.

SHELDON SILVER  
Speaker



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, NY 10007



March 24, 2011

Dear Friends:

It is a great pleasure to welcome all those attending the 60<sup>th</sup> Anniversary Celebration of Local 1407 of District Council 37.

Local 1407, as part of New York City's largest public employee union, has truly played a valuable role for the local labor movement. As the union for accountants, auditors, bookkeepers, economists, investment analysts, statisticians, and others who are engaged in revenue generating and budget processing areas, members of 1407 work at CUNY graduate, senior, and community colleges, the FDNY, the NYPD and dozens of departments and organizations throughout the city. Without their financial acumen and skill, our City would not run nearly as well.

Especially during these tough economic times, we are grateful to have such a valuable resource as the members of 1407. On behalf of our City, I am pleased to recognize those associated with Local 1407 for contributing so much to our great City. My best wishes for an enjoyable event.

Sincerely,

A handwritten signature in black ink that reads "Michael R. Bloomberg".  
Michael R. Bloomberg  
Mayor



THE PUBLIC ADVOCATE FOR THE CITY OF NEW YORK

Bill de Blasio - PUBLIC ADVOCATE

March 24, 2011

It brings me great pleasure to join Local 1407 of District Council 37 in its 60<sup>th</sup> Year Anniversary Celebration.

As Public Advocate for the City of New York, I am impressed by Local 1407's contributions to the community. The Local, which represents accountants, auditors, economists, and so many others, does all of the accounting and bookkeeping that the city needs to keep going. Working in every city agency, every School District of the Department of Education and every hospital under the Health and Hospital Corporation, their hard work permeates through every Borough of the City of New York.

Please accept my best wishes and wholehearted congratulations on this very special occasion.

Warm regards,

*Bill de Blasio*

Bill de Blasio  
Public Advocate for the City of New York





COMPTROLLER OF THE CITY OF NEW YORK  
1 CENTRE STREET  
NEW YORK, NY 10007-2341  
(212) 669-3500



JOHN C. LIU  
COMPTROLLER

March 24, 2011

Maf Misbah Uddin  
President  
Local 1407 – New York City Accountants & Actuaries  
District Council 37, AFSCME, AFL-CIO  
125 Barclay Street  
New York, NY 10007

Dear Mr. Uddin:

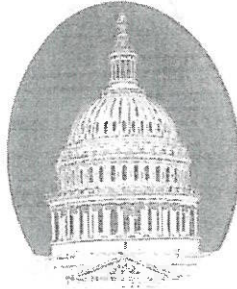
It is my pleasure to extend greetings to you and all those attending Local 1407's 60<sup>th</sup> Year Anniversary Celebration.

I would like to congratulate Local 1407 of District Council 37 for 60 years of commitment and service to the City of New York. Local 1407's accomplishments and contributions towards the labor movement have made a positive impact on all communities.

Once again, thank you to Local 1407 for bringing us together to celebrate community and service. Please accept my best wishes for continued success.

Sincerely,

  
John C. Liu



Congress of the United States  
House of Representatives  
YVETTE D. CLARKE  
11<sup>TH</sup> DISTRICT, NEW YORK



March 24, 2011

Greetings,

*I would like to congratulate the members of Local 1407 - New York Accountants & Actuaries as their organization celebrates its 60<sup>th</sup> anniversary. I wanted to acknowledge this special occasion and extend my warmest regards to Local 1407.*

*On behalf of the residents of the Eleventh Congressional District, I want to thank you for your service to the community. The members of Local 1407 have an important function - calculating the revenues and expenditures of our government - that allows New York City to provide services required by the community.*

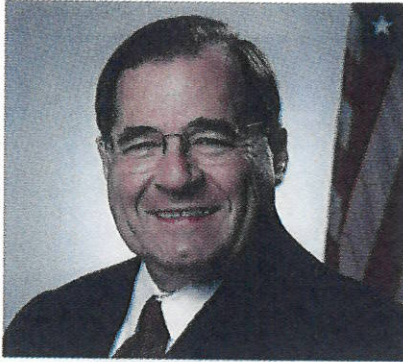
*In addition, I want to acknowledge the importance of Local 1407 as an organization that protects the interests of its members in fair wages and safe working conditions.*

*It is my hope that Local 1407 can continue to serve the residents of New York City. I wish you continued success in all of your endeavors.*

Sincerely,

Yvette D. Clarke  
Member of Congress





**JUDICIARY COMMITTEE**

SUBCOMMITTEES:

**CHAIRMAN**

CONSTITUTION, CIVIL RIGHTS AND CIVIL LIBERTIES  
CRIME, TERRORISM AND HOMELAND SECURITY

**TRANSPORTATION AND  
INFRASTRUCTURE COMMITTEE**

SUBCOMMITTEES:

HIGHWAYS AND TRANSIT  
RAILROADS, PIPELINES AND HAZARDOUS MATERIALS

ASSISTANT WHIP



**Congress of the United States  
House of Representatives  
Washington, DC 20515**

**JERROLD NADLER**  
8TH DISTRICT, NEW YORK

REPLY TO:

- WASHINGTON OFFICE:  
2334 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-5635
- DISTRICT OFFICE:  
201 VARICK STREET  
SUITE 669  
NEW YORK, NY 10014  
(212) 367-7350
- DISTRICT OFFICE:  
445 NEPTUNE AVENUE  
BROOKLYN, NY 11224  
(718) 373-3198

Web: <http://www.house.gov/nadler>

March 25, 2011

Local 1407- New York City Accountants and Actuaries  
American Federation of State, County, & Municipal Employees, AFL-CIO  
125 Barclay Street  
New York, NY 10027

Dear Friends,

I write to congratulate Local 1407 on the occasion of tonight's 60<sup>th</sup> Anniversary Celebration. I send you my fondest regards as you honor a legacy of significant accomplishment in our city and to the labor movement as a whole.

The members of Local 1407 do the accounting, auditing, bookkeeping, and analytical work this great city needs to keep it going, and your considerable efforts continue to make New York a better place. You have also consistently fought for labor rights, and we are all so grateful for your support of the James Zadroga 9/11 Health and Compensation Act, signed into law by the President earlier this year.

I hope you thoroughly enjoy the celebration this evening. On behalf of my constituents, thank you for your good work and we look forward to many successful years to come.

Sincerely,

JERROLD NADLER  
Member of congress



ANTHONY D. WEINER  
9TH DISTRICT, NEW YORK

COMMITTEE ON THE JUDICIARY  
COMMITTEE ON  
ENERGY AND COMMERCE  
DEMOCRATIC WHIP

**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515-3209**

1122 LONGWORTH HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-6616

DISTRICT OFFICES:  
80-02 KEW GARDENS ROAD  
SUITE 5000  
KEW GARDENS, NY 11415  
(718) 520-3001

1800 SHEEPSHEAD BAY ROAD  
BROOKLYN, NY 11235  
(718) 743-0441

90-16 ROCKAWAY BEACH BOULEVARD  
ROCKAWAY, NY 11693  
(718) 318-9255

March 24, 2011

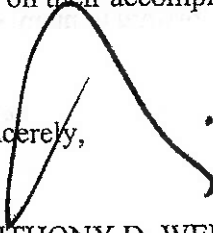
It is an honor and a pleasure to extend my greetings to you this evening on the occasion of the 60<sup>th</sup> Year Anniversary of Local 1407 of District Council 37 and it is with great privilege that I accept your invitation to include this note.

For over half a century, Local 1407 has distinguished itself as a venerable organization and has provided outstanding services to our community. Today's event provides a chance to thank those who have offered their time and talents to improving the lives of our friends and neighbors.

I commend Local 1407 for their devotion and commitment to our community. Their generous and active support has helped make tonight's event such a success.

On behalf of myself, and my constituents, I thank Local 1407 on the occasion of its 60<sup>th</sup> Year Anniversary and congratulate them on their accomplishments, and wish them all the best in the future.

Sincerely,

  
ANTHONY D. WEINER  
Member of Congress



THE SENATE  
STATE OF NEW YORK



DIANE J. SAVINO  
SENATOR, 23 RD DISTRICT

CHAIR OF THE MAJORITY  
STEERING COMMITTEE

MAJORITY CHAIR  
CIVIL SERVICE & PENSIONS

COMMITTEE MEMBER  
AGING  
BANKING  
CULTURAL AFFAIRS  
JUDICIARY  
HOUSING  
LABOR  
TRANSPORTATION

ALBANY OFFICE  
ROOM 512  
LEGISLATIVE OFFICE BUILDING  
ALBANY, NEW YORK 12247  
PHONE: (518) 455-2437  
FAX: (518) 426-6943

DISTRICT OFFICE  
36 RICHMOND TERRACE  
STATEN ISLAND, New York 10301  
PHONE: (718) 727-9406  
FAX: (718) 727-9426

E-MAIL ADDRESS  
SAVINO@SENATE.STATE.NY.US

March 24, 2011

Local 1407- New York City Accountants and Actuaries  
American Federation of State, County, Municipal Employees, AFL CIO  
125 Barclay Street  
New York, NY 10007-2179

Dear Friends:

I would like to take this opportunity to congratulate Local 1407 of District council 37 on celebrating its 60<sup>th</sup> anniversary, on the occasion of their 60<sup>th</sup> Anniversary Celebration. I want to thank you for your contributions to the labor movement and to our community and congratulations for your great accomplishments on behalf of working people this year. I wish you the best of wishes and good luck in 2011 in meeting your goals and mission of serving working people.

Again, congratulations to Local 1407 on your 60<sup>th</sup> anniversary. I wish the officers and members of Local 1407 the greatest of success in the upcoming year.

Sincerely,

Diane J. Savino  
New York State Senator, 23<sup>rd</sup> District



DANIEL SQUADRON  
SENATOR, 25TH DISTRICT

THE SENATE  
STATE OF NEW YORK



March 24, 2011

Maf Misbah Uddin  
President, Local 1407  
Treasurer, District Council 37, AFSCME  
Vice Chair, Municipal Labor Committee  
125 Barclay Street  
New York, NY 10007

Dear Mr. Uddin:

It is my great pleasure to congratulate Local 1407 of District Council 37 on the occasion of its 60<sup>th</sup> Year Anniversary Celebration.

Year after year, the members of Local 1407 make important contributions to every aspect of New York City government. They serve as accountants, actuaries, statisticians, benefits examiners, and others, performing the analytical work so necessary to the functioning of our great city. I am proud to acknowledge their hard work and commitment.

I am proud to recognize your dedication to the community and your work on behalf of the people of New York City.

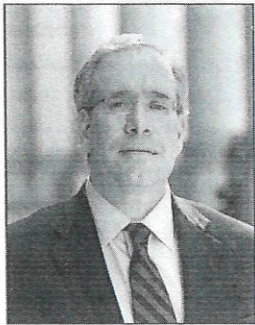
Sincerely,

Daniel Squadron  
State Senator  
25th Senate District



THE CITY OF NEW YORK  
OFFICE OF THE PRESIDENT  
BOROUGH OF MANHATTAN

SCOTT M. STRINGER  
BOROUGH PRESIDENT



February 15, 2011

Dear Friends,

Congratulations to Local 1407 of District Council 37 on its 60th Anniversary Celebration. The tremendous work done every year by Local 1407 and those who contribute to its success is surely worthy of celebration.

Local 1407 of District Council 37 serves as an unparalleled advocate for Accountants, Actuaries, Auditors, Benefits Examiners, Bookkeepers, Business Promotion Coordinators, Economists, Investment Analysts, Statisticians, and many others who are engaged in the revenue generating and budget processing areas throughout the City of New York. I commend the significant accomplishments and contributions you have made as part of the labor movement. You set an invaluable example for your peers and the next generation.

Thank you and congratulations to all for your continued contributions to our city.

Sincerely,

Scott M. Stringer

MUNICIPAL BUILDING ♦ 1 CENTRE STREET ♦ NEW YORK, NY 10007  
PHONE (212) 669-8300 FAX (212) 669-4305  
[www.mbpo.org](http://www.mbpo.org) [bp@manhattanbp.org](mailto:bp@manhattanbp.org)



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 165 PARK ROW, SUITE 11  
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 212-587-3159  
**FAX:** 212-587-3138

**CITY HALL OFFICE**  
 250 BROADWAY, SUITE 1739  
 NEW YORK, NY 10007  
 212-789-7259  
 mchin@cityofnyc.gov

THE COUNCIL OF  
 THE CITY OF NEW YORK  
**MARGARET S. CHIN**  
 COUNCIL MEMBER, 1<sup>ST</sup> DISTRICT, MANHATTAN

**CHAIR**  
 LOWER MANHATTAN REDEVELOPMENT

**COMMITTEES**  
 PUBLIC HOUSING  
 EDUCATION  
 SMALL BUSINESS  
 CIVIL RIGHTS  
 WOMEN'S ISSUES  
 AGING



February 23, 2011

Mr. Maf Misbah Uddin, President  
 Local 1407  
 125 Barclay Street  
 New York, NY 10007

Dear Mr. Uddin,

I am pleased to congratulate Local 1407 on its 60<sup>th</sup> Anniversary. Through its partnership with DC 37, the members and staff of Local 1407 provide support and organizing efforts for the public employees in New York City.

The expertise that Local 1407's Accountants, Actuaries, Statisticians, Workers Compensation Benefit Examiners, Retirement Benefit Examiners, Analysts, Auditors, Economists and Bookkeepers provide keep this city running, day in and day out. The members and staff of Local 1407 are responsible for auditing, payroll, taxes, retirement and pension funds. This indispensable support from Local 1407 members allows the Department of Education, Housing, Transit, and School Construction Authority, hospitals, and the City of New York higher education system to function efficiently.

By harnessing the power of collective action, Local 1407 ensures that the voices, concerns, and interests of its members are fairly and justly represented. Local 1407's commitment to civil rights and social justice is evident through its contribution to the labor movement and involvement in politics. Local 1407 helps New Yorkers register to vote, track campaigns, understand the issues, and exercise their rights.

I know that Local 1407 and its members never shy away from a challenge. They tackle the tough issues head on, and do so with respect, dignity, and gusto. I am proud to represent Local 1407 members in Lower Manhattan as a member of the New York City Council. I am committed to fighting for the rights of union workers throughout New York City, now and in the future.

Warm regards,

Margaret S. Chin  
 New York City Council Member  
 District 1 – Manhattan

**DARLENE MEALY**

COUNCIL MEMBER, 41ST DISTRICT  
CHAIR OF THE WOMEN'S ISSUES COMMITTEE

**DISTRICT OFFICE+**

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FAX (718)-953-3276

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FAX (212)-442-0292



THE COUNCIL  
OF  
THE CITY OF NEW YORK

CHAIR  
CONTRACTS

COMMITTEES  
FINANCE  
TRANSPORTATION  
YOUTH SERVICES

January 24, 2011

Maf Misbah Uddin  
Local 1407 – New York City  
Accountants & Actuaries  
125 Barclay Street  
New York, New York 10007



Dear Maf Misbah,

It is my honor to congratulate Local 1407 of District Council 37 on its 60<sup>th</sup> Year Anniversary Celebration. As a City Council Member, I support the many members of Local 1407 who are engaged in the revenue generating and budget processing areas throughout the City of New York. The Local continues to play an integral part in our city's work force by setting high standards and reaching new milestones. The extraordinary dedication of your members has helped the City endure the financial challenges of past few years.

I know that you and your members will continue to serve the City in the revenue generating and budget processing areas. On behalf of the 41<sup>st</sup> Councilmanic District of New York City, I stand with you and acknowledged the Local for its accomplishments and the contribution it made to this great City. Continue the outstanding work!

Sincerely,

A handwritten signature in cursive script that reads "Darlene Mealy".

Darlene Mealy  
Council Member, 41<sup>st</sup> District - Brooklyn



Prepared By	YEARS
Approved By	The 1950's

## Where We Were:

**B**EFORE LOCAL 1407 came into existence there was an association of city accountants. It was a difficult situation. In the early 1940's most accountants made less than \$2,000.00 per year. There was no sick pay, no health and security benefits, no pension plan and no grievance process. Negotiations with management did not exist. At the appropriate time, city accountants went out and hired an attorney to negotiate for them. In the late 1940's, in the Comptroller's Office, a small and tireless band of union diehards began collecting dues with the intent of forming a union.

By March of 1951 this small group of workers, under the leadership of Ralph Chernack, formed Local 1407 as part of the larger umbrella union DC 37. A grievance mechanism was immediately set up with then Comptroller Lazarus Joseph so grievances could be acted upon in a timely fashion. A conference soon followed to discuss conditions within the Bureau. Considerable gains were made, including the abolition of an unrealistic quota system.

At this period of time about 80% of all city accountants worked for the Comptroller's Office. They were the only ones allowed to join Local 1407. If you were an accoun-

tant who worked for the hospitals you were part of Local 420. An accountant who worked for social services belonged to local 371 and so on. Early union activists like Sidney Weiss, David Wexler, and Irving Silverman were determined to bring all city accountants, regardless of their agency, into Local 1407. It took a great deal of time and effort but in 1970 Local 1407 was certified as the exclusive bargaining representative for all accounting titles in the city.

A bill was introduced in the State Senate in 1958 that threatened the rights of non-certified city professional accountants to do outside work. If this bill had passed it would have been a terrible blow to city accountants who worked on outside accounts as a greatly needed second source of income. Local 1407 went into action. We waged a tremendous letter writing and lobbying effort in Albany. Governor Harriman was forced to veto the bill.

A year later a totally different bill was introduced. This bill would allow government accountants to become certified. It also protected the rights of government accountants to make extra income by taking on outside accounting work. In 1959, the "Accounting Bill" passed and became law. Local 1407 had won a major victory.

### Comptroller's Office Agrees to End Emergency Night Duty for Examiners

An agreement to end night emergency duty for examiners and investigators in the Comptroller's office has been reached after a series of conferences between Ralph Chernack, president of Local 1407, Comptroller's Office Employees, and Jacob C. Lefkowitz, chief of the Bureau of Law and Adjustment.

In announcing the agreement, Brother Chernack explained that examiners and investigators have had to go out at all hours of the night to assess damage in cases of claims lodged against the city due to failures in public works and similar emergencies.

"It was determined," he said, "that the public interest could just as well be served by performing such duties during normal working hours."

In the course of boiling this advance for the examiners and inspectors, Brother Chernack stated abuses where senior accountants are concerned.

"Although they are responsible for auditing city tax programs

which bring in close to \$300 million in revenue, senior accountants attached to the City Bureau of Excise Taxes received lower salaries than those in the Comptroller's central office and in similar state and federal positions," he said.

Brother Chernack pointed out to Comptroller Joseph that these low salaries have come in for heavy criticism in the Haigshop report on New York City's finances.

He said that the report pointed out the fact that the Excise Tax Bureau is substantially undermanned for the amount of audit work to be carried out that bureau members are greatly underpaid; that many of them are forced to engage in outside work to maintain a de-

cent standard of living and that many good men, impossible to replace, have left the city service.

To remedy this situation, he demanded that immediate increases of \$1,000 a year be given to senior accountants, \$1,200 to associated group chiefs and \$1,500 be granted to unit heads.

In presenting the demands, he broke down a comparison of salaries for the excise bureau, the Comptroller's Office, and state and Federal employees in similar categories.

"The most striking fact of all," he said, "is that a federal junior accountant receives a higher salary after a brief period than do excise tax men, many of whom have been with the bureau since 1935."

### Accountants' Certification 'On The Way'

As a result of favorable action by the Civil Service Commission in ruling out selective certification for the Comptroller's office, certification of recent Accountant promotion lists in various departments is rapidly on the way, union spokesmen announced this week.

According to Nicholas De Prospe, head of Finance Department Local 1113, and president of District Council 37, "certification of the general list has confronted the Departments of Finance, Health, Sanitation, Borough Presidents and other offices, with a danger of inadvertent 'piracy' of their skilled accountants on the pro-



Congress has passed a law, signed by President Eisenhower, which extends social security coverage to Civil Service employees and supplements any existing pension rights.

We must now urge the state legislature to pass enabling legislation under which the City will be empowered to act.

For a 2 per cent contribution, you can add valuable benefits, including death and survivorship benefits, to the retirement system you now enjoy.

Brother Chernack reports success in having the Comptroller submit a written request for promotion examination to Local Accountant. It

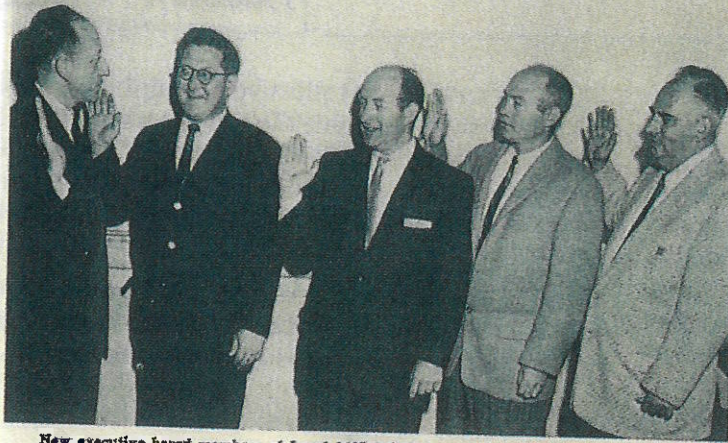
1952

1953

1954



# Officers Of Comptroller Local 1407 Installed



New executive board members of Local 1407 being sworn in by assistant regional director Ted Bleecker are David Waxler, delegate to D. C. 37, Morris Rabinowitz, president, Ben Herman, secretary and Irving Litwin, treasurer.

1959

STATE OF NEW YORK  
No. 2556 Int. 2519  
**IN ASSEMBLY**  
February 3, 1959

Introduced by Mr. CHANANAU—read twice and referred to the Committee on Ways and Means

**AN ACT**  
To amend the education law, in relation to the public practice of accountancy and to appropriate the necessary funds to administer the act

*The People of the State of New York, represented in Senate and Assembly, do enact as follows:*

- 1 Section 1, Article one hundred forty-nine of the education law,
- 2 as amended by chapter seven hundred six of the laws of nineteen
- 3 hundred fifty-two and subdivision seven of section seventy-four
- 4 hundred ten thereof having been last amended by chapter forty-six
- 5 of the laws of nineteen hundred fifty-five and subdivisions one and
- 6 two of section seventy-four hundred four thereof having been last
- 7 amended by chapter five hundred forty-five of the laws of nineteen
- 8 hundred fifty-six and subdivision two of section seventy-four hun-
- 9 dred five thereof having been last amended by chapter six hundred
- 10 sixty-one of the laws of nineteen hundred fifty-seven and the open-
- 11 ing sentence of paragraph a of subdivision two and subdivision

*Enactment—Matter to which to refer under number (1) in title law to be enacted.*

1959

**WESTERN UNION**  
TELEGRAM

306 BROADWAY  
MARSHALL, EXECUTIVE

BC301  
2-1835

SYMBOLS  
DL = Day Letter  
NL = Night Letter  
LT = International Letter Telegram

BOARD TIME

X B YXAO47 PD VIA NKC=NEW YORK NY 31 NFT= 4:09 MAR 31 PM 2 15  
ARTHUR TIBALDI, PRES LOCAL 1407 AMERICAN FED OF  
STATE COUNTY AND MUNICIPAL EMPLOYEES AF OF L CIO=

INFORMED SOURCES NOW ADVISE VITAL NEED TO DELUGE GOVERNOR  
ROCKEFELLER WITH LETTERS AND WIRES SUPPORTING BRIDGES  
BILL (S-5911) TO ENROLL PUBLIC ACCOUNTANTS IT IS URGENT  
PROTECT PUBLIC INTEREST

*Legislative Action Memorandum*

**PUBLIC ACCOUNTANCY BILL.**  
SENATE #1519 ASSEMBLY #1507  
February 24, 1959

In order to amend the education law, in relation to the public practice of accountancy and to appropriate the necessary funds to administer the act.

These companion bills were introduced by Senator Earl Bradley and Assemblyman James E. Brennan to amend the present education law with respect to the public practice of accountancy. This legislation is designed to protect the public interest by bringing non-licensed public accountants under the fiscal supervision and ethical discipline now exercised by the State Education Department over certified public accountants.

The bills provide for the enrollment as public accountants of those persons practicing as such who are engaged in the business of financial institutions, banks, credit unions, governmental agencies and other interested third parties.

It also provides for the enrollment of qualified accountants, principally those in certain mercantile, who are doing some public accounting work and during the past few years have had three or more years of combined governmental and public accounting experience with up to three years credit being granted for service in the Armed Forces.

The public accountancy group since created will be closed and such persons who have been admitted leaving only one group of public accountants in the State, those who have been certified by examination by the State Education Department. Permission to practice as public accountants will be granted, however, to qualified governmental accountants, not now in practice, who declare their intention to practice open membership into their present positions.

This legislation is in line with public accountancy legislation in 15 other States and is favored by the American Institute of Certified Public Accountants, whose membership at 19580, the New York State Society of Certified Public Accountants in this State the Empire State Public Accountants Association and the Accountants Association of New York. For purposes 10,000, and the two organized groups of public accountants in this State the Empire State Public Accountants Association and the Accountants Association of New York.

It is also supported by investment civil service groups and other representative labor organizations. This legislation being the result of conferences held during the past year among several accountancy groups in assembly for changes in 1958 year Bill to meet the needs of several accountants.

This is a liberal, progressive, professional legislation which increases the support of interested with the public interest.

MARK E. RICHARDSON  
Chairman, Legislative Committee  
The New York State Society of  
Certified Public Accountants

*Introduced by Senator Bradley January 28, 1959—No. 1519—referred to Committee on Finance  
Introduced by Assemblyman Brennan January 28, 1959—No. 1507—referred to the Committee on Ways and Means*

1959



1959

STATE OF NEW YORK  
No. 2556 Int. 2519  
**IN ASSEMBLY**  
February 2, 1959

Introduced by Mr. CHANANAU—read twice and referred to the Committee on Ways and Means

**AN ACT**  
To amend the education law, in relation to the public practice of accountancy and to appropriate the necessary funds to administer the act

*The People of the State of New York, represented in Senate and Assembly, do enact as follows:*

1959



Prepared By	YEARS
Approved By	The 1960's

**I**N 1960 Arthur Tibaldi, an assistant accountant in the Comptroller's Office, was elected President of Local 1407, an office he had already held for one term in 1956. He went on to hold the title of President of Local 1407 for over 30 years. President Tibaldi combined the qualities of intelligence, hard work, and determination to achieve many gains for the local. Under Tibaldi's leadership the local grew in numbers, unity, and strength. Our membership more than tripled and many benefits were enhanced.

In 1964, in the first collective bargaining negotiations for accountant titles since the union was certified as exclusive representative, District Council '37 and Local 1407 won a three grade wage increase involving two bonus increments plus a \$60.00 welfare fund for Accountants, Senior Accountants, and Senior Accountant Group Chief.

At the close of the decade city accountants were averaging close to \$8,000.00 per year. All titles were upgraded and professionalism of our jobs began in earnest.

## Accounting Farming Out: Scandal Brewing?

By WALTER BALCERAK

A dangerous City trend toward "farming out" Civil Service work to private industry is now spreading to a new area—accounting.

The Housing and Development Administration has signed contracts with two private accounting firms to audit the development costs of two housing projects in the Bronx built with City money. The firms are Ernst & Ernst and Freeman, Davis, Furgatch & Co., both of New York.

Both projects were built by general contractor Flan National Realty & Construction Corp., also a private company. Thus two outside accounting firms are auditing the costs to the City of projects developed by another outside firm.

"Who will protect the interests of the City?" asked Director of the Professional Accountants' Association.

time in the future include various contractors and suppliers involved in HDA projects?

The City is not only placing itself in a dangerous position by farming out, but it will have to shell out huge sums for the work.

The consultants supplied to HDA under its contracts are in two categories—Senior Accountant and Manager. The City will have to pay the accounting firms \$125 a day for the services of a Senior Accountant and \$168.25 a day for a Manager.

Compare this with a Civil Service Sr. Accountant whose median salary is \$42 a day, and a Civil Service Supervising Accountant (the equivalent of a Manager) who receives a median salary of \$52 a day. Simple arithmetic shows that under its farming out contracts the City is paying as much as \$116.25 per day in excess of its existing Civil Service schedule.

"The City has backed itself into this corner because through the years it has allowed the ranks of Civil Service Accountants to become depleted."

The City is now attempting to recruit accountants, Tibaldi said, but only at the lowest level, which pays \$6,450. "The same job on the outside pays \$9,000, so they will never recruit anybody," he said.

The union has suggested a number of measures to assure that the HDA will have its auditing done by City accountants. The union recommended, for example, that current staff work overtime for cash, and that vacant Accountants' lines be adjusted to maximum salaries to attract personnel.

"The only answer we have been able to get from HDA Administrator Jason R. Nathan is the usual bureaucratic cliché," said Stanley Propper. "He thanks us for our valuable suggestions, at the same time pointing out that these suggestions have practical problems."

It appears that the City—which is already three years late in paying building contracts and falling further behind every day—prefers to pay rates more than

1968

## Accountants: \$1,600 to \$2,600 Hikes

In line with District Council 37's goal of obtaining either a cost-of-living escalator clause or much bigger salary increases to deal with the rapid pace of inflation and loss of purchasing power, the Accountants Collective Bargaining Committee came away from the negotiating table with whopping increases of \$1,600 to \$2,600, plus rounding off, in a two-year contract. Increases in minimum salaries, improved guaranteed increases in promotion, and a welfare fund going to \$125 per annum per employee.

DC 37 members in Accountant titles were scheduled to vote on the agreement, which is retroactive to July 1, 1969, and extends through June 30, 1971, as this issue went to press.

The agreement calls for two general increases, the first to be retroactive to July 1, 1969, and the second to take effect July 1, 1970, for each of the five covered titles. For all five titles, the employee's annual salary after the increase retroactive to July 1, 1969 is to be rounded upward to the next higher hundred dollar figure.

### \$1,600 for Assistant Accountants

All Assistant Accountants will receive a total increase (plus rounding where applicable after the first raise) of \$1,600 during the two-year agreement, which calls for a general increase for their title of \$800 retroactive to July 1, 1969, and another \$800 effective July 1, 1970, and new minimum salaries of \$7,700 retroactive to July 1, 1969, and \$8,400 on July 1, 1970. Assistant Accountants now at the old minimum of \$6,800 will receive \$900 and raising them to \$7,700, retroactive to July 1, 1969, and \$700 on July 1, 1970, bringing them to \$8,400 on that date.

Accountants receive \$900 (plus rounding) retroactive to July 1, 1969, and \$1,000 on July 1, 1970, for a minimum total increase of \$1,900. The minimum salary is increased from the old \$7,000 to \$9,000 retroactive to July 1, 1969, and to \$9,700 on July 1, 1970.

Senior Accountants receive \$1,100 (plus rounding) retroactive to July 1, 1969, plus another \$1,100 on July 1, 1970, for a minimum total raise of \$2,200. Minimum salary for the title is increased from the old \$9,100 to \$11,300 retroactive to July 1, 1969, and to \$10,800 on July 1, 1970.

Senior Accountant Group Chiefs receive \$1,200 (plus rounding) retroactive to July 1, 1969, and another \$1,200 on July 1, 1970, for a minimum total raise of \$2,400. Their minimum salary is raised from the old \$11,500 retroactive to July 1, 1969, and to \$13,900 on July 1, 1970.

Supervising Accountants receive \$1,300 (plus rounding) retroactive to July 1, 1969, and another \$1,300 on July 1, 1970, for a minimum total raise of \$2,600. Their minimum salary is raised from the old \$11,500 retroactive to July 1, 1969, and to \$13,900 on July 1, 1970.



ACCOUNTANTS COMMITTEE which negotiated new contract with substantial pay increases: (from left) Harold Carter, Arthur Tibaldi, Marvin Cooper, Irving Litwin, Sydney Weiss, Hugh Jackson and Irving Silverman.

The new guaranteed raises on promotion are \$600 on promotion to Assistant or Senior Accountant, \$700 on promotion to Group Chief, and \$800 on promotion to Supervising Accountant.

The welfare fund will be raised to \$110 on Jan. 1, 1970, and to \$125 on Jan. 1, 1971.

There is also a provision for correcting past promotion inequities, similar to the clause in the Clerical contract. The negotiating team was led by DC 37 Executive Director Victor Grobman and included Professional Research and News Editors Stan Propper and Accountant

1969

## Local 1407 Wins Fight On Promotions

As a result of an action brought by Local 1407 against the Housing and Redevelopment Board of the City of New York, competitive examinations will be held in that Agency prior to June, 1964, for the position of Senior Accountant Group (Chief).

The action begun earlier this year challenged the holding of two Senior Accountant positions by persons who had been illegally promoted. The Union's case was considered by the Council

1963

## Housing Authority Accountants Seek Bargaining Right

Exclusive bargaining rights for Accounting titles in the New York City Housing Authority are being sought by District Council 37, State, County and Municipal Employees (SCME), AFL-CIO. The union has requested a meeting with Francis V. Madigan, Housing Authority Board member, to consider the union's collective bargaining petition.

Stanley Peskin, president of Housing Authority Local 957 (SCME), said that "on the basis of a membership card count, the union represents a substantial majority of the Housing Authority accountant employees."

The union will be pressing for an early determination on its exclusive bargaining petition so that plans can be made for dropping up demands to be met.

1960



1965



1965

## Accountants Gain Raises of \$1,300-\$2,300

A new contract providing salary increases, guaranteed increases on promotion, longevity increments and improved welfare funds for five titles in the Accounting service was ratified Aug. 10 at a city-wide meeting of DC 37 members in the five titles.

The salary increases range from \$1,300 for Assistant Accountants over a period of two years, to \$2,300 for Group Chiefs over a period of two and one-half years.

The new agreement provides for the same expiration date, June 30, 1969, for all five titles. Since two of the titles, Assistant Accountant and Supervising Accountant, had previous agreements which expired June 30, 1962, they are covered as of July 1, 1962. The old agreement covering the other titles, Accountant, Senior Accountant and Group Chief, expired Dec. 31, 1964, and they are covered retroactive to Jan. 1, 1962.

The five titles are covered from the Pay Plan regulations of the Career and Salary Plan. The following salary increases are in lieu of all increments that would be paid under Career and Salary:

**Assistant Accountants:** Across-the-board increases of \$400 on July 1, 1967 and July 1, 1968, plus \$250 for one year in service on each of these dates, and \$200 for one year in service on each of the same dates, for a total of \$1,300.

**Accountants:** Across-the-board increases of \$425 on Jan. 1, 1967, and Jan. 1, 1968, plus \$250 for one year in service on each of these dates, and \$200 for one year in service on Jan. 1, 1969, for a total of \$1,875.

**Senior Accountants:** Across-the-board increases of \$475 on Jan. 1, 1967, and Jan. 1, 1968, plus \$250 for one year in service on each of these dates, and \$200 for one year in service on Jan. 1, 1969, for a total of \$2,125.

**Group Chief:** Across-the-board increases of \$500 on Jan. 1, 1967, and Jan. 1, 1968, plus \$250 for one year in service on each of these dates, and \$200 for one year in service on Jan. 1, 1969, for a total of \$2,200.



SPENDING SOME TIME: Accountants were everywhere Aug. 10 as members of Local 1407, 957 and other DC 37 locals ratified new agreement with the City.

Accountants on Jan. 1, 1968, will receive a longevity salary increase of \$100. Those having 12 years of such service on that date will receive a longevity increase of \$200.

Employees are guaranteed the following minimum rates on promotion to Accountant, \$525; to Senior Accountant, \$600; to Group Chief, \$825; to Supervising Accountant, \$1,050.

The welfare fund will

\$2,500 on July 1, 1968. Senior Accountant, \$5,650 on July 1, 1967, and \$6,000 on July 1, 1968. Group Chief, \$9,950 on July 1, 1967, and \$10,400 on July 1, 1968. Supervising Accountant, \$11,250 on Jan. 1, 1968, and \$12,200 on Jan. 1, 1969.

In the negotiations with the City, the union bargaining team included DC 37 Ass't. Division Director Stanley Propper, Research Associate Carroll Wilkins, 37 Treasurer, and Health

1967

## Local 1407 Wins 2 Grades For Actuaries

Actuaries and Senior Actuaries have won a two-grade increase in two steps, giving them two bonus increments, plus a welfare fund starting at \$60 per year per employee and going to \$85 the following year, in their first collective bargaining negotiations as part of NYC Accountants and Actuaries Local 1507.

The first upgrading is retroactive to Jan. 1, 1966, Actuaries go from grade 16

1966



Prepared By	YEARS
Approved By	The 1970's

**I**N THE EARLY SEVENTIES the accounting titles of Transit, HRA, and Housing had elected to join Local 1407. Now the local finally had the right to negotiate for all accounting titles in every City Agency.

In 1974 accountants scored a major victory at the negotiations table. Local 1407 won raises of \$1,475.00 to \$2,700.00, plus a cost-of-living adjustment, the first educational fund, assignment differentials, and improved raises on promotions.

In 1975 the fiscal crisis hit and the union experienced many hardships. The city teetered on the brink of bankruptcy and pink slips were handed out to every City Agency. Local 1407 weathered the storm. Because most city accountants and tax auditors either brought money

into the city treasury or saved the city money using their monetary skills the members of the local were spared layoffs.

The computer age was upon us. The local took the initiative in developing new training for new technology. Hundreds of Local 1407 members took advantage of a variety of training courses the local offered to improve the professional skills of our members.

In 1977 Local 1407's first Education Conference drew a standing room only crowd from members interested in learning more about the workings of their local and the many benefits and services available to them as union members. As the seventies came to a close, the local's membership roll topped the 2,000 mark.

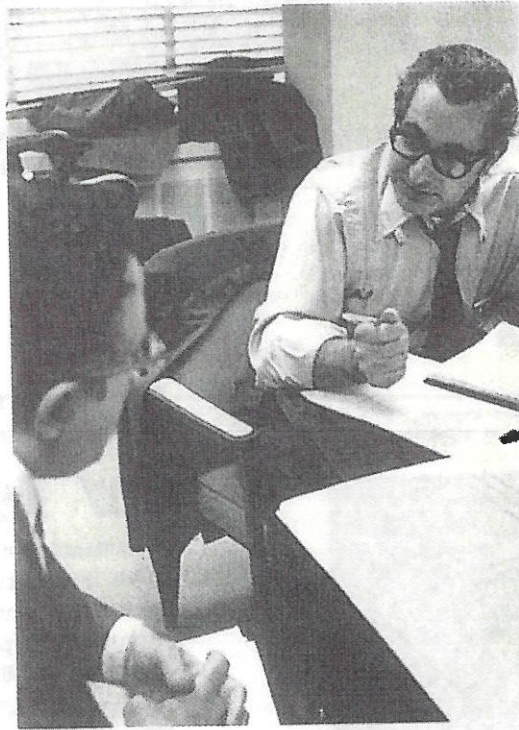
## Local 1407 Combats Attempt By City to Cancel Two Titles

Local 1407 is combatting a proposal by the City Department of Personnel to close out the titles of Management Auditor and Management Auditor Trainee. There are approximately 80 members in the two titles. In a letter to Personnel Director S. Michael Nadel, Arthur Tibaldi, President of Local 1407, registered "my strongest objections" to the proposal, declaring:

"Management Auditors perform a unique and valuable function for the City. They conduct operational audits of City agencies and are required to possess special qualifications to hold their titles."

The letter went on to note that Personnel over the past two years "has approved an educational program whose sole objective is to provide specialized up-to-date training for these Management Auditors in operational audit techniques," and therefore, "I find it impossible to understand the Department's present stance."

Tibaldi asked that Director Nadel give the matter "your urgent consideration and prompt resolution." Tibaldi said that a committee of Local 1407 leaders was to meet with the members in the titles to discuss strategy in opposing the plan to guarantee the job security of every member and that no one will be hurt financially. The committee, headed by Tibaldi, includes Local 1407 Treasurer David Selwyn, Executive Board members V. J. Monaco and Lou Pecora, New York  
Committee member  
1979



## Accountants Turn Out For Education Confab

Braving the bitter cold, members of Accountants, Actuaries & Statisticians Local 1407 turned out for the local's first Education Conference at DC 37 headquarters on Saturday, Jan. 22. Those attending the conference heard informative and comprehensive reports on a variety of topics, including the history of the local, political action, Health and Security Plan benefits, new contracts and the Union's ambitious educational programs.

Arthur Tibaldi, Local 1407 President and DC 37 Treasurer, opened the conference with an account of the Local's origins in 1948 as a small unit in the Comptroller's Office. "It was really more of a mutual protection society than anything else," said Tibaldi, who explained how it grew from that single unit to its present City-wide size of over 2,000 members.

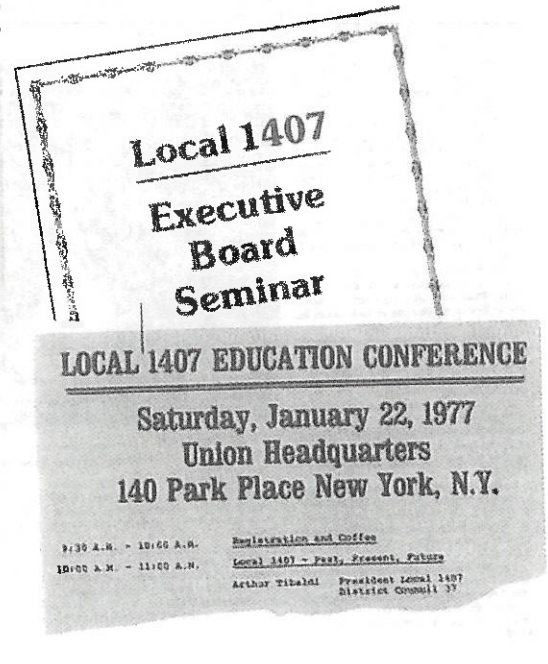
The role of the Union's education program in strengthening

1977

## Housing Accountants Vote to Join 1407

Housing Authority Accountants voted on Sept. 18 to become part of DC 37's City-wide Accountants local, NYC Accountants, Actuaries and Statisticians Local 1407. Housing Authority Local 957, of which the HA Accountants were a chapter, had authorized the switch provided the chapter so voted.

1973



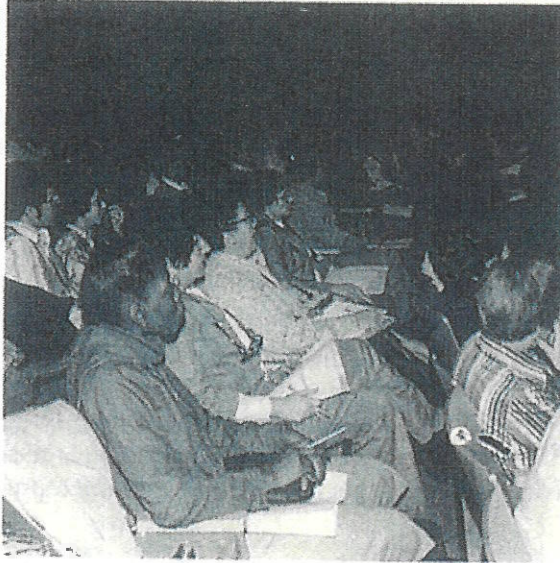
## 300 Prep for Promotion Exam to Accountant

Close to 300 members of Accountants, Actuaries and Statisticians Local 1407 are attending classes at Murry Bergtraum High School in Manhattan to prepare for the upcoming promotion exam to Accountant.

"We originally planned to conduct the course at a Police Academy classroom but we had to find larger space due to the overwhelming response to the course announcement," stated Local 1407 President Arthur Tibaldi.

"Assistant Chief Accountant Joan Miles is an excellent teacher who has been publicly cited for her achievements," said Tibaldi. "Members will benefit greatly by having her as the class instructor."

This is the second exam course in recent months prepared by the Union for which members responded heavily. Over 400 members enrolled in the previous preparation course for the promotion exam to Associate Accountant. It was an oral exam and the Union has received numerous complaints about the manner in which the exam was conducted by the Finance Administration. No complaints were received about the examination which was conducted by the Comptroller's Office. The Union notified the Finance Administrator and the Department of Personnel Director of the complaints on the second day of the examination and requested corrective measures.



Some of the 300 members participating in the Accountant exam course.



Local 1407 Pres. Arthur Tibaldi (r.) and class instructor Joan Miles address the first session.

1979

## Accountants Local Celebrates Its 20th

Accountants and Actuaries in Local 1407 celebrated the Local's twentieth anniversary with a dinner-dance May 31 at the beautiful Terrace-on-the-Park. It was a warm affair, at which the Local "honored its own."

President Arthur Tibaldi served as master of ceremonies for the festive occasion, which was attended by about 450 members, City officials, and leaders of District Council 37 and other DC 37 local unions.

The serious note of the occasion was struck by DC 37 Executive Director Victor Gotbaum, who spoke of the deteriorating situation in Albany regarding the new pension plan and the probability of a strike.

The highlights of the evening were awards given to Irving Litwin, who had been Treasurer of the Local since it received its charter from AFSCME, and who was retiring from the post, and to Sydney Weiss, a past president and executive board member of the Local, for his exceptional service to the union. Brother Weiss, unfortunately, was in the hospital recovering from surgery at the time, and his award was accepted for him by Gerald Brooks.

One week after the gala affair, President Tibaldi was re-elected to a two-year term of office at the Local's June 7 general membership meeting. Elected with him were...

1971

## City Told How to Meet Need for Accountants

Local 1407 President Arthur Tibaldi has warned Comptroller Harrison J. Goldin that even if he gets approval to hire the 45 additional Accountants for which he has requested funds, he will be unable to attract them unless the table of organization of his office is revised to provide for more promotion opportunities and the City agrees in the Union's upcoming collective bargaining negotiations to drastically increase salaries.

The new Comptroller submitted a supplemental budget request in January for funds to hire 45 additional Accountants to reduce a backlog of audits. The request was a renewal of a proposal submitted a year ago by then Comptroller Beane but disapproved by Mayor Lindsay.

Tibaldi, who is also Treasurer of District Council 37, made clear that the Union heartily endorsed the request for additional help, the lack of which has made necessary the contracting out of work to private firms at inordinate expense.

He stressed, however, that while 20 years or so ago the Comptroller's Office was one of the most popular places to work, it is no longer so, in spite of the fact that the work is very interesting. The ratio of Supervising Accountants to Senior Accountants and Accountants, and of Senior Accountants to Accountants, is now far better in practically every...

article in The Public Employee Press of Dec. 28, that until the City pays salaries which can compete with private industry, and actively recruits prospective college graduates who are accounting majors, it cannot hope to attract young Accountants to the City.

Local 1407, which represents Accountants, Actuaries and Statisticians, will be bargaining this spring for a new contract to be effective July 1, 1974. Tibaldi has already put the City on notice that the Union will be demanding salary increases and hiring rates that will attract "the best in the field."

As Tibaldi pointed out in his PEP article, even a private and unreleased survey of the problems of the Comptroller's office, conducted last year by a management firm, agrees with the Union position. The survey states:

"The Comptroller is..." 1974

## STATISTICIANS CHOOSE DC 37

By a ratio of 10 to 1, Statisticians have voted to be represented by District Council 37. The balloting, which took place at the Office of Collective Bargaining on June 25, showed a vote of 40 to 4 for representation by DC 37. A total of 64 were eligible to vote.

Statisticians will form a separate chapter of Accountants and Actuaries Local 1407. They were previously represented by an independent association, which chose not to appear on the ballot. Marvin Lutenberg served as chairman of the Statisticians Organizing Committee.

1971



Prepared By	YEARS
Approved By	The 1980's

**D**URING THE 1980'S Local 1407 continued its steady course of progress. In the 1980-82 contract the union obtained wage increases of 8% and 7%, a minimum \$900.00 pay raise, increased welfare contributions, and a lock-in of COLA.

In 1983 the Department of Finance tried to make the title of Tax Auditor a non-union title. There was no way we were going to let that happen. We came together like never before. The Department of Finance was pressed like never before. Finally management backed down and the position of Tax Auditor remained a union title.

The 1984 contract provided wage gains of 16% over

three years, a \$500.00 longevity increase, the Martin Luther King Holiday, an equity fund, and welfare fund increases. In the next round of bargaining the union came away with raises totaling more than 15.75%, an increase in longevity pay, an equity fund increase, additional welfare fund contributions and more.

In 1989 Local 1407 produced an agreement with the City University, the Department of Finance and the Comptroller's Office to create co-op accounting jobs so the city would have a direct line of recruitment from City University. This development has helped the city greatly with problems of recruiting and retaining top-notch accounting talent.



Accounting Inequity Bargaining in 1983. Local 1407 Officers (starting at head of table and right) Joe Cirmigliaro, Vice President; Loretta Werner, Secretary; David Selwyn, Treasurer; Arthur Tibaldi, President; Debbie Bell, Assistant Director, DC 37, Research & Negotiations. Carmen Rodriguez former Local 1407 Secretary; and Al Viani, Director, DC 37, Research & Negotiations.



### Comptroller's Team Wins Trophy

A team from the Comptroller's Office has won the Group 1 Championship of a softball league whose players are drawn from a number of City agencies. Most players on the team are Accountants and members of Accountants, Actuaries and Appraisers Local 1407. Left to right: Local Secretary Harry Cohen, Treasurer Dave Selwyn, Vice President Nay Ibrahim, President Arthur Tibaldi, Executive Board Member Vito Monaco, and team members Neil Malnuud, Pat Toner and Bernie Ellison.

## Gains scored in Tax Auditor series

After winning important concessions from the city in numerous long negotiations, District Council 37 has reached an agreement concerning the creation of a new Tax Auditor series in the Department of Finance.

DC 37 originally objected to the new series because it felt the city had not notified the union of the proposed change even though it would have an impact on the already existing Accountants series, which includes employees who perform auditing functions. Union officials feared that the Department of Finance might be subverting civil service procedures, that the promotional opportunities for long-time employees would be reduced and that there might be an unequal distribution of salary increases.

When the union discovered the city's plan, it immediately filed an impasse practice petition with the Office of Collective Bargaining and a lawsuit, actions which helped expedite talks.

"Once the union objected to the original Tax Auditor proposal," said

Research and Negotiations Director Alan Wind, "and took legal action, management cooperated and we were able to address our problems and negotiate what I believe is a good deal for all involved."

The outcome of negotiations between DC 37, Accountants, Actuaries and Appraisers Local 1407 and the Department of Finance was praised by Local President Arthur Tibaldi.

#### More equitable

"We were able to eliminate the more onerous aspects of the original proposal," said Tibaldi. "The union fought to ensure that long-term employees as well as newer members receive just treatment and recognition."

The new series consists of three titles: Tax Auditor, Associate Tax Auditor and Administrative Tax Auditor. The union has won the right to represent the first two titles, and has filed for certification for the third. The city is challenging this, based on the claim that Administrative

Tax Auditor is a managerial title. The jobs will be decided at a hearing of the Office of Collective Bargaining.

The major aspects of the agreement, worked out with the aid of the Office of Municipal Labor Relations, are:

- Qualified employees in the Accountant series will be reclassified to the Tax Auditor series. Permanent Assistant Accountants who meet the qualifications and pass a reclassification exam will be eligible for Tax Auditor positions. Permanent employees in the Accountant and Associate Accountant titles will be eligible for Tax Auditor positions. The Auditor or Associate Tax Auditor position without examination.

- Finance will reposition in the Department of Personnel that employees in the Accounting series in Finance be eligible for promotional exams into the Tax Auditor series on a collateral basis.

- Associate Accountants who are now receiving assignment differentials for supervisory duty and become Associate

Tax Auditors will have that differential automatically added to their base salary.

- Tax Auditors who satisfactorily complete one year of service will receive a \$1,000 increase.

- Associate Tax Auditors assigned as Group Chiefs or Special Auditors will receive a salary which is \$6,000 above the minimum rate for the title. Anyone reassigned as of July 1, 1983 will receive \$23,000 or an increase of 31.75% which is higher. Anyone assigned as a Group Chief or Special Auditor after Aug. 15 will automatically be brought up to \$29,000.

- Accounting personnel in the Department of Finance who are not receiving increases as a result of the creation of the new series and have not received a merit increase in the last year will be considered for such an increase. Guido Miron, director of the DC 37 Professional-Cultural Division, said: "Through intensive negotiation efforts, we were able to ensure a more equitable distribution of salary increases."

1983

## Board part-timers gain health plan

Hundreds of part-time administrative employees of the Board of Education will become eligible for benefits from the DC 37 Health and Security Plan beginning on April 1. The benefits, which will also be retroactive to April 1, 1983, will go to part-time workers in clerical, bookkeeping, computer and other titles covered by the plan's dental, optical, drug, disability, prodigy, hearing aid, life insurance, accidental death and dismemberment, and survivors' benefits. Of these, the dental, drug and optical benefits cover the member and eligible dependents; the survivors' benefits cover dependents for six months after death of the member and the rest cover the member only.

More than 1,000 employees are newly covered, with about 600 expected to be eligible at any one time, said Martin Lubin, director of the DC 37 White Collar Division. Part-timers, under provisions of the board-wide pact, include part-time per diem, hourly, per diem, per session and seasonal employees. The new coverage applies to those represented by Local 1231, 2627, 1407, 375, and 983, 1087, 1127, and 1082 with the majority in Board of Education Clerical-Administrative Employees Local 1231.

"This victory is the result of a long hard-fought battle of employees who have served for years without even the most basic of benefits," said Local 1231 President Gene Jamison.

The new benefit coverage is provided for in the 1981-82 agreement, which was signed only recently by the Board of Education.

With the pact now in place, the Board will begin paying the required amounts to the Health and Security Plan and repaying the plan with the money of eligible employees, said Lubin.

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Using the eligibility information supplied by management, the DC 37 Health and Security Plan is mailing each covered employee a packet of information regarding the eligibility requirements and the benefits, and informing employees how to enroll and how to file retroactive claims.

For an employee to be eligible, he or she must work a minimum of 70 hours per month on a regular basis and must be employed by the DC 37 Health and Security Plan (by filling out the white enrollment card), and management must make its required contribution to the Plan on the employee's behalf. Employees must meet the Plan's waiting period by working a minimum of 70 hours per month for three out of the previous six months.

Covered employees will not appear as eligible on the Plan's computerized system until April 1 and will not be able to use the dental, vision, radiology and po-

lity centers until then. The mailing from the Health and Security Plan will detail how employees can file claims for benefit-related expenses incurred retroactive to April 1, 1983. This will be done in two phases: first, April 1, 1983 through Dec. 30, 1983; later, Jan. 1 through March 31, 1984.

Employees who have questions about their eligibility, the benefits or the retroactive reimbursement procedure should call the Plan's Supply Unit at 765-1970.

The union team which negotiated and arranged for the new benefit coverage included Director Alan Wind and Deborah Bell of the DC 37 Research and Negotiations Department, Lubin and Rep. 50 Percent of the White Collar Division, Administrator Roslyn Pizarro and Executive Walker of the Health and Security Plan, Jamison, Local 2627 President Jessica Williams, and Local 1407 Treasurer David Selwyn.

1984

## Finance employees learn how to handle job stress

Stress-management sessions offered to employees of the Finance Department are the latest innovation in quality of work-life programs.

"The sessions for Finance employees are the first of their type offered under the QWL program," said Robert Trotter, who is DC 37's QWL coordinator.

QWL programs are cooperative efforts between labor and management to improve working conditions and services to the public in areas that are not the subject of collective bargaining. The concept has spread to most city agencies and has led to agreements on flexible work schedules

and other programs.

Harris Schwartz, labor co-chair of the Finance QWL Committee and a DC 37 delegate from Local 1407, said the stress-management sessions were of particular value because of the tense situations many Finance employees face in dealing with the public. The management co-chair is Deputy Commissioner Marco Sonnenschein.

Schwartz credited DC 37 Rep. Sal Ferreri and the Personal Service Unit of the DC 37 Health and Security Plan for helping to set up the sessions. The teachers were Anna Hendricks and Donna Rey of Finance and Tamara Shapiro of PSU.

1986

Local 1407 conference:

# Union, city officials explore problems of professionals

—Pgs. 4-5

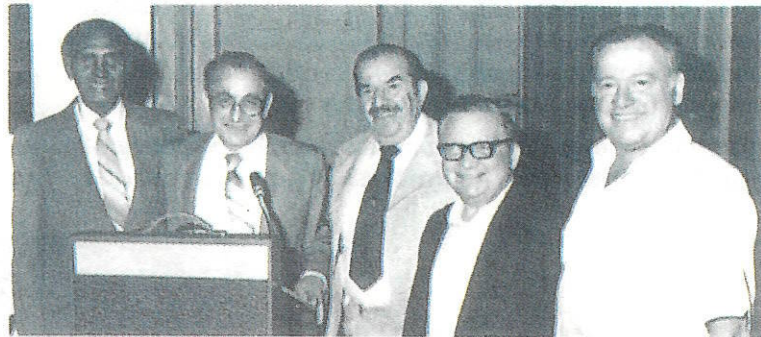


DC 37's Arthur Tibaldi (left), Dennis de Niro (center) and Joseph Ledevator (right) with HPD's Arthur Gordon and Joan Miles of Comptroller's Office, union accountant Harvey Neuland

PEP 1983



Finance Department auditors listen as Local President Arthur Tibaldi (r.) and Treasurer David Selwyn comment on Comptroller Harrison J. Golden's report praising their value to City 1980.



Old-timers contribute their wisdom at 1982 Conference. From left, Jerry Brooks, President Tibaldi, Bernie Gartner, Milton Rein, Bill DeBlasio.



1982 weekend leadership training seminar



Working together: The DC 37 Ed Fund worked with Local 1407 and the Department of Housing Preservation and Development to develop an advanced statistics course for accountants in HPD. Left to right: Arthur Gordon and Joan Miles of Comptroller's Office, union accountant Harvey Neuland

LaGuardia Comm. College Dean Judith McLaughlin, L. 1407 Pres. Arthur Tibaldi, HPD Assoc. Acct. Jorge Ledevator, HPD Asst. Commr. William Spiller, Ed Fund Adman Kathy Schner, L. 1407 Treas. David Selwyn, HPD Dir. of Auditing Anne Clark

PEP 1987



1986 Ed Conference maps ways to curb abuses. Local 1407's Harris Schwartz, standing, speaks at session. Seated, from the left: Shirley Bonadite, Christine DeBurst, Richard Gudaneck and Alan Weisberg.



Prepared By	YEARS
Approved By	The 1990's

**T**HE NINETIES got off to a strong start. Despite a failing economy in the Northeast and the city's dim fiscal forecast the local won a contract in 1991 that called for an across-the-board salary increase of 4.5%; 3.5% coming in the first year and 1% compounded at the beginning of the second year. Also there was a partial restoration of the vacation stretch allowing members to get back nine vacation days during their first three years on the job, an additional \$100.00 welfare fund contribution, and no give-backs.

In 1994 Joseph Vicinanza attained the Presidency of Local 1407. He gave the union six years of dedicated

service. A five-year contract was negotiated with an 11% pay raise including no raises for the first twenty four months. The Bookkeeper title series was brought into the Local 1407 fold.

In the mid-nineties DC'37 was embroiled in scandal and corruption. Many union officers were forced to resign. Some were sent to jail. Fortunately Local 1407 was able to remain above the fray. However there was dissatisfaction in the air. Many members were incensed with the "double-zero" contract that the union negotiated. Some felt that the leadership of Local 1407 had grown lethargic and unresponsive. The union was ripe for a change.

Executive Directory Stanley Hill discussed tentative settlement with the DC 37 bargaining committee at a January 1991 meeting.



January 1991 General Membership Meeting.



Unions Meet Comptroller Holtzman. The city's new Comptroller, Liz Holtzman met with leaders of DC 37 and locals that represent employees in her office to discuss areas of mutual concern. To right of President Tibaldi is DC 37 Executive Director Stanley Hill and Associate Director Martin Lubin. 1990



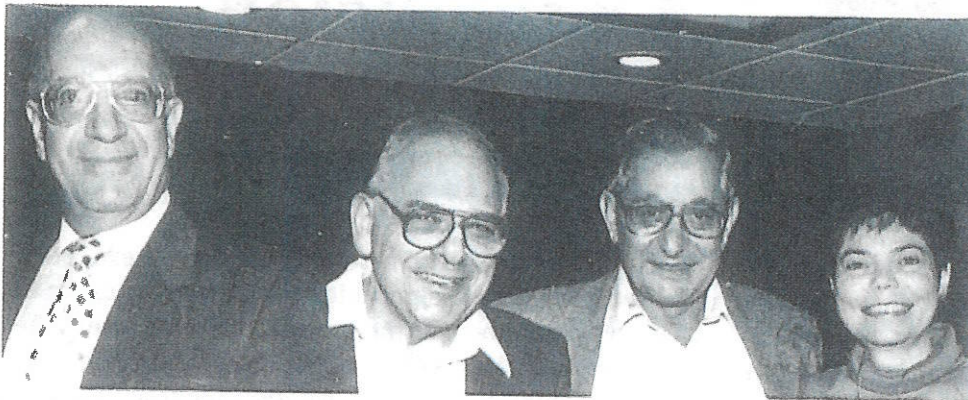




Juan Gonzalez, head of the Newspaper Guild Daily News strike committee, addressed DC 37 November Delegates meeting. He was flanked by (left to right) Secretary Elaine Espeut, President Frank Morelli, Executive Director Stanley Hill, Treasurer Arthur Tibaldi and Associate Director Martin Lubin. 1990



President Tibaldi at the mike. 1990



Local 1407 officers at the 1990 Executive Board Conference: (left to right) Vice President Fouad Shafik, Treasurer David Selwyn, President Arthur Tibaldi and Secretary Loretta Werner.



Joseph Vicinanza, third from left, with executive board members, served as Local 1407 president for most of the 1990s.



Prepared By	YEARS
Approved By	The 2000's



## *A new President: A new Vision, A new Beginning*

**A** TALENTED AND DYNAMIC ACTIVIST, MAF MISBAH UDDIN, has led the local throughout the first decade of the 21<sup>st</sup> century through today. Maf Uddin and his Millennium Slate won a smashing victory in June of 2000. Armed with three masters' degrees in applied mathematics, demography and actuarial science, Mr. Uddin also brought the union a wealth of experience as the former treasurer and president of the Parkchester South Condominium complex, the largest in the country located in the Bronx.

Immediately upon taking office, Mr. Uddin and his team computerized the local's operations to improve services for the members.

Early on, our local leadership was ready not only to lead the local but to help the labor movement as a whole. At the request of District Council 37 Administrator Lee Saunders in 2000, for instance, President Uddin stood with a banner that read "UAW ON STRIKE UNFAIR LABOR PRACTICE," and participated in an AFL-CIO-backed demonstration by striking Museum of Modern Art workers.

Member participation continued to increase substantially in all union activities. We not only have focused on encouraging members to be more active, we have also worked to expand our membership.

Members started contributing more to PEOPLE, the political action committee of our national union. We made the top ten list of contributors, after ranking 47<sup>th</sup> among DC 37 locals.

An educational conference in early 2001 brought many newly-elected executive board members into the inner

workings of the local. For the first time, all executive board members were provided with business cards to share with members at their respective work sites. The local also made its presence felt on the World Wide Web, where it regularly posted information about union businesses and services.

In 2003 the local won the right to represent the Workers Compensation Benefits Examiners at the Transit Authority after three years of court hearings. It was one of the most desired organizing victories that the local has had since 1970. In another organizing victory during the decade, we achieved voluntary representation of the Investment Analyst titles in the Department of Education.

### *Improving communication*

**T**O foster greater communication within the local and spur on greater rank-and-file participation, Mr. Uddin has introduced an organizing strategy known as "Bringing the Union to the Membership." This has involved agency-wide lunch-time meetings to encourage more members to participate in union activities. For years now, the local has held lunch-time meetings in the city's five boroughs and has visited every city agency, all City University campuses, each City Hospital location and work locations at the New York City Transit Authority, the New York City Housing Authority and the School Construction Authority.

In another effort to improve communication, we created a newsletter, The Ledger, which we publish periodically to publicize our work on issues that are of interest to the membership. Members have responded positively to



DC 37 Professional Division Director Stephanie Velez swears in the newly elected Local 1407 executive board of the Uddin team on June 12, 2000.



Local 1407 participates in a demonstration in support of striking Museum of Modern Art workers in 2000. Our local leadership is always ready to not only fight for its own members but to help the labor movement as a whole.



In 2001, DC 37's local presidents and members of PEOPLE coordinators launch a program to increase the contributors to the national union's political fund, Public Employees Organized to Promote Legislative Equality. As a result of the initiative, Local 1407 increased its participation dramatically.



Local 1407 held an educational conference in early 2001 that brought many newly elected executive board members into the inner workings of the local.



The Local 1407 Scholarship Committee with local members and leaders, DC 37 Executive Director Lillian Roberts and Local 1407 Maf Misbah Uddin, at the June 22, 2005, general membership meeting, where the first educational scholarship drawing was held.

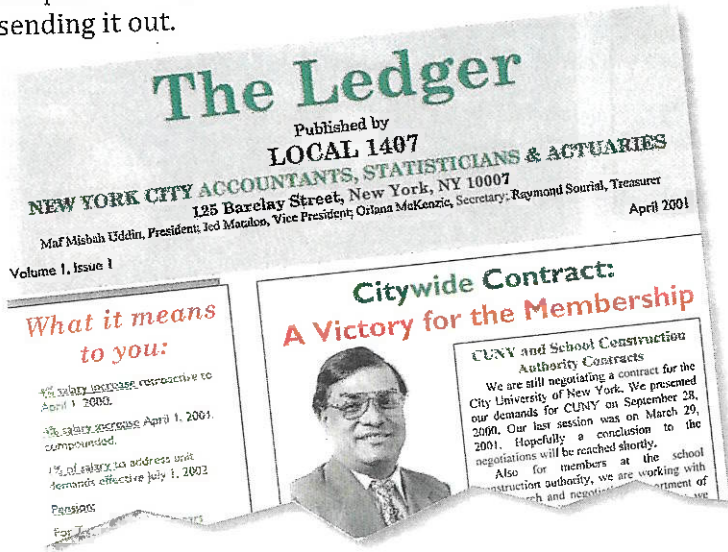


In May 2006, President Uddin and his Millennium Slate were re-elected overwhelmingly to a third three-year term. DC 37 Executive Director Lillian Roberts administers the oath of office.



The local has a program of visiting members at work sites called "Bringing the Union to the Membership." Here, the local holds a lunchtime meeting at the Dept. of Transportation in 2001.

the publication, and the local is committed to continuing sending it out.



membership meeting. Roberts brought new energy to the union. Ms. Roberts said that we are looking forward to the future, and she reached out to Local 1407 for support. Since then, Local 1407 has provided key financial advice to the union.

In 2004 President Uddin was elected treasurer of DC 37 under the Members First Slate with Lillian Roberts, who was re-elected as executive director. This continued a transition as the local's former president, Arthur Tibaldi, served in that position for many years.

Attaining the treasurer's position has helped increase the prestige of the local in the inner workings of DC 37, and the local started playing an important role in shaping the agenda of the union. Under Mr. Uddin's leadership as local president and council treasurer, we have triumphed over many challenges, won admiration and continued to meet the needs of a changing future.

### Local 1407 and the 9/11 Tragedy

**T**HE attack on the World Trade Center, that took place on September 11, 2001, deeply touched and shocked every local 1407 member as it did all Americans.

DC 37 Administrator Lee Saunders immediately called all 56 local unions to join him for a meeting at the New York Hilton where he gave us the guidance as to how we can overcome the aftermath of 9/11 and continue to provide services to members. Later that month, DC 37 created the "Fallen Heroes Fund" to help all those union members who lost loved ones. Brother Saunders appointed Mr. Uddin as the fund's secretary-treasurer.

One of our members, Sadiq Rasool, lost his wife, Amenia Rasool, who was working for Marsh & McLennan on the 98<sup>th</sup> floor of Tower One at the time of the attack. Our national union, AFSCME, rushed to the city with help for all affected AFSCME members and gave a check for \$10,000 to brother Rasool.

Due to the 9/11 devastation, we had to vacate our DC 37 office building at 125 Barclay Street two blocks from the Twin Towers and temporarily relocate first to Local 371's headquarters at 817 Broadway and then to 275 West 7<sup>th</sup> Avenue at the headquarters of UNITE HERE Local 100. We stayed there until we moved back to our building on February 4, 2002, with limited access only to the office room.

### Local 1407's Expanding Role in DC 37

**W**HEN the national union decided to lift the administratorship at DC 37, Lillian Roberts ran for executive director. She was elected at the February 25, 2002, Delegates Council of the union. Mr. Uddin introduced her at a subsequent Local 1407 general

### Supporting Diversity in the Union Movement

**A**PRIORITY of the Uddin team is to promote the union's "gorgeous mosaic"—the rich cultural and ethnic diversity that characterizes New York City.

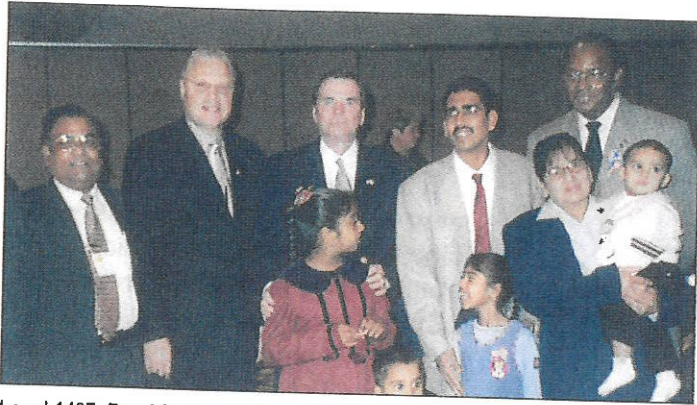
The Local has always participated in the opening ceremony of DC 37's celebration of Black History Month in February. The Local takes part in almost every event and holds its own celebration on the second Monday of the month. This first celebration, occurring February, 12, 2001, counted with a large and enthusiastic turnout.

In 2001, DC 37 Administrator Saunders appointed Mr. Uddin as chair of the DC 37 Asian Heritage Committee. Since then, the committee's size has doubled. The May 2002 celebration of Asian Heritage Month drew a record crowd, and participation has remained high since then.

In 2005, local 1407 participated at the Asian Pacific American Labor Alliance (APALA) convention in Las Vegas. Since then, the local worked with APALA to strengthen the role of the growing Asian labor force in the United States.

At the 2005 APALA conference, Mr. Uddin was elected as an at-large vice president on the national executive board. Subsequently, AFSCME President Gerald W. McEntee appointed Mr. Uddin to serve as a representative of the national union on APALA's board.

Following the establishment of its links with APALA, Local 1407 has been playing a pivotal role in shaping the part of Asian workers in the labor movement. The local believes that all Asian-American workers--whether they come from Afghanistan, Bangladesh, China, India or any of the other more than 55 great Asian nations that house



Local 1407 President Maf Misbah Uddin, DC 37 Administrator Lee Saunders, AFSCME President Gerry McEntee with Sadiq Rasool, whose wife perished in the 9/11 attack. Secretary-Treasurer Bill Lucy is at Rasool's left. In front are his children Aneesa, 8, Saeed, 3, Aseefa, 6, and Sadiq's mother, Farida, who is holding 11-month-old old Farhaad.



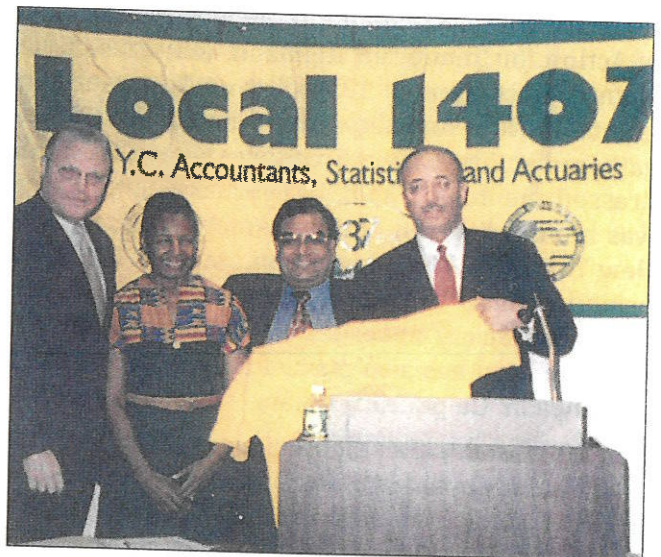
Ms. Roberts then met personally and with virtually all the Local 1407 members who attended the meeting. President Uddin deeply thanked Ms. Roberts for her appearance.



In 2004, President Uddin was elected treasurer of DC 37 under the Members' First Slate with Lillian Roberts as executive director.



On Feb. 12, 2001, President Uddin arranged for the local's first Black History Celebration under his leadership in which a record number of members participated. The local's Black History Committee gathers at the event.



On Feb. 11, 2002, we celebrated our Black History Celebration at 75 Varick Street at the headquarters of DC 1707, where City comptroller Bill Thompson gave the keynote speech and Administrator Lee Saunders and Lillian Roberts, then a consultant to the administrator, spoke at the event.





The DC 37 Asian Heritage Committee celebrated strength in diversity at the May 2002 Asian Heritage Month event. The event drew a record number of attendees from all corners of DC 37. Since the end of 2001, when DC 37 administrator Lee Saunders appointed President Uddin as chair of the committee, the membership has doubled.

4.1 billion of the world's population--should hold hands together, break bread together, and join forces together in achieving noble goals.

In June 2, 2006, at the New York Hilton, Mr. Uddin was honored by the New York Branch of the National Association for the Advancement of Colored People (NAACP) in recognition of his many contributions to the cause of freedom and human dignity and his efforts in fostering the goals of working people.

Unions realize that without respecting immigrant work forces the labor movement cannot substantially grow. As such, the unions across the country demanded comprehensive immigration reform.

Local 1407 participated in the massive National Day of Action for Immigrant Rights in 100 cities across the country in support of 12 million undocumented immigrants. In New York City, an estimated 100,000 people gathered at City Hall on Broadway, where Mr. Uddin addressed the huge crowd. In February 2008, Mr. Uddin was honored by the Chinese-American Association of New York City. The association credited Mr. Uddin for bringing forth "the Asian contribution and culture to American society and especially to the entire DC 37 family." The local has also pushed for a greater immigrant presence in the political realm.

In 2008, soon after the Democratic National Convention, Mr. Uddin brought all South Asian workers whose families come from Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka living in the tri-state area to DC 37 headquarters to join him in forming the Alliance of South Asian American Labor (ASAAL). "The goal is to make the labor movement stronger as labor moves our community forward. If we

all do not come together then organized labor will continue to shrink in numbers until it will have no power left!" Mr. Uddin said.

To ensure a stronger labor movement ASAAL will work closely with national and international unions. The group is also committed to removing obstacles to Asians to organize; lobbying the Congress to help pass the Employee Free Choice Act and the DREAM Act; abolishing workplace exploitation; lifting unfair obstacles to immigration; ending wage theft abuse; protecting domestic workers; promoting language access; and reg-

istering South Asians to vote and involving them in the political process, from the ballot box to holding offices.

### *Professional training and Civil Service*

**T**HROUGHOUT the 2000s, the local has pursued professional training and fought to protect the civil service system. "Career development is one of the biggest concerns of our members, so we fight for civil service exams and help our members prepare for them," Mr. Uddin said.

From the beginning of its administration, the Uddin team has arranged test prep classes and free materials with the help of the DC 37 Ed Fund for all Local 1407 Civil Service examinations. In January 2002, right after the September 11 terrorist attack, the local offered a prep class through the DC 37 Education Fund, even though no space was available in the union building. Nearly 200 members signed up for the course.

In 2004 for the first time the Local decided to provide reimbursement of fees to members for taking and passing a Civil Service Exam on or after June 30, 2004, in titles represented by the local.

In 2007 the local in conjunction with the Education Fund began to provide CPA review courses on a continuous basis allowing more members to participate in the program. Many of our members started achieving their CPA licenses.

The local continues to offer classes and provide free materials for civil service exams realizing that these exams not only improve professional opportunities but also help members obtain permanent civil service status. These members once they become permanent civil servants are more likely to be saved when lay offs hit their agency.

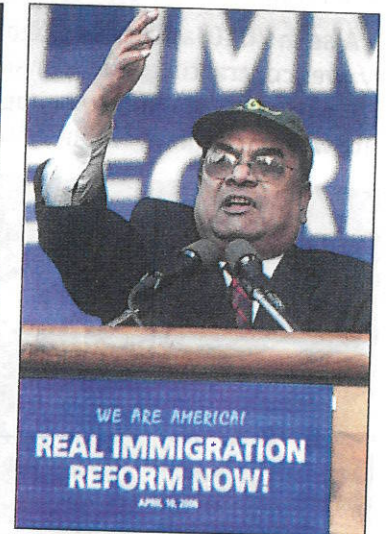


Labor leaders gather in a television studio to mark a successful \$100,000 fund-raising effort for the United Negro College Fund. Local 1407 made a substantial contribution to the cause. From left, telethon host Janice Huff, DC 37 Executive Director Lillian Roberts, DC 37 President Veronica Montgomery-Costa, Local 1407 President Maf Uddin, who is also DC 37's treasurer, DC 37 Secretary Cliff Koppelman and Arthur Baines of the HIP health care group.



In 2005, Local 1407 participated at the Asian Pacific American Labor Alliance convention held in Las Vegas. Since then, Local 1407 has played an important part in strengthening the role of the growing Asian labor force.

On June 2, 2006, the New York Branch of the National Association for the Advancement of Colored People (NAACP) honored President Uddin at the New York Hilton in recognition of his many contributions to the cause of freedom and human dignity and his efforts in fostering the goals of working people.



LEADING THE DC 37 CONTINGENT into a 100,000-strong immigrant rights rally on April 10, 2006 are DC 37 Executive Director Lillian Roberts and Treasurer Maf Misbah Uddin. In recent months, millions have demonstrated nationwide.

## Political Engagement and Fighting Contracting Out

**T**HE issue of contracting out has been a deep concern of members since the founding of DC 37. As public employees, our vigilance over the threat of contracting out has continued in our recent history.

On April 24, 2002, Local 375, DC 37 called for a protest rally over the Metropolitan Transportation Authority's waste of \$600 million worth of design work farmed out to consultants. Mr. Uddin represented the local at the rally.

On February 25, 2009 leaders of DC 37 released the white paper report, "Massive Waste at a Time of Need," at a news conference on the steps of City Hall. The white paper report identified 10 cases where the city could save about \$130 million by eliminating wasteful outside contracts and highly paid consultants including a savings of \$5.4 million if bookkeeping and accounting work was done by our Local members at the Fire Department.

On June 16, 2010, contracting out was a focus of the "Save Our City" rally at City Hall Park called by the Municipal Labor Committee. The city continued to hire consultants and private contractors while laying off our members across the city.

"The mayor chooses to give \$9.5 billion to over 17,000 private contractors when city workers can do a better job, faster and cheaper," said Mr. Uddin, speaking at the rally.

Also in 2010, after a long fight, we have claimed a victory over contracting out! Ever since the computerized City Time project started to be implemented throughout the city which originally intended to cover 165,000 municipal

employees at a price of \$68 million, many locals including Local 1407 opposed this plan. Civil Service Technical Guild Local 375 even brought a lawsuit. Ten years later the project has cost the city \$780 million over--a 1,000 percent cost overrun – and still covers only 73,000 city employees. Finally due to City Comptroller John Liu the Bloomberg administration agreed for union workers to take over the City Time project.

The local's fight against contracting out reflects its growing commitment to taking on political issues. The number of members going to Albany on lobby days has increased manifold.

The Local started testifying in front of different authorities including the Committee on Civil Service and the Labor Committee of the City Council on Civilianization and focused on other issues of great importance to the membership. The local started realizing that without lobbying the politicians, nothing can be achieved legislatively. The local believes, for instance, that the Police Department wastes \$36 million a year by assigning higher-paid officers to non-law enforcement duties, such as accounting and bookkeeping. The local wants this to stop immediately.

In 2007 the Residency Law became an issue the union fought in the City council after the Mayor refused to support negotiations that were settled based on that support. The City Council voted by 50 to 1 to pass the residency Bill. Mayor Michael Bloomberg vetoed the bill, but the City Council voted to override the Mayor's veto by 47 to 0 in our favor. Our members can now work for the City of New York and live in the six surrounding counties of the city viz., Nassau, Suffolk, Orange, Putnam, Rockland, and Westchester.



On May 1, 2007 at a rally at Washington Square Park supporting the rights of immigrant workers, Local 1407 President and DC 37 Treasurer Maf Misbah Uddin said, "We, at DC 37 with our 125,000 members, stand behind you in this important struggle for comprehensive immigration reform that is fair and dignified." Mr. Uddin went on to say "You can count on us for our support."

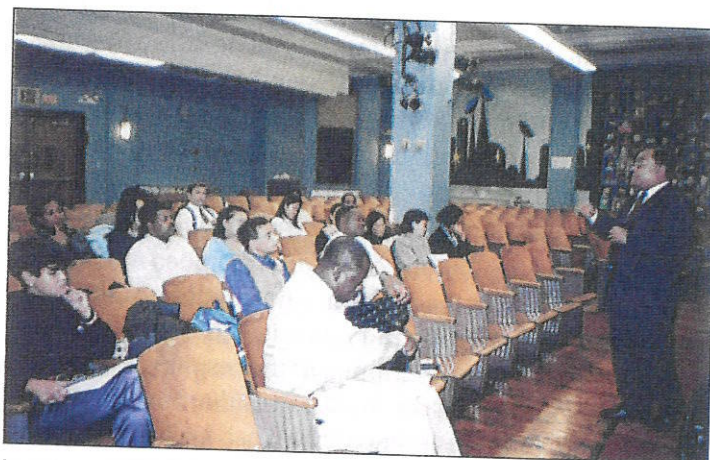




In February 2008, the Chinese-American Association of New York City honored President Uddin. The association credited Mr. Uddin for bringing forth the Asian contribution and culture to American society, especially to the DC 37 family.



The Alliance of South Asian American Labor, which Maf Misbah Uddin helped found, aims to strengthen the labor movement by supporting the rights of immigrant workers. Here, the group meets at DC 37 headquarters in 2009. The group presses for the removal of obstacles for Asians to organize, passage of the Employee Free Choice Act and the Dream Act, in addition to the abolition of workplace exploitation, lifting unfair obstacles to immigration, ending wage theft abuse, protecting domestic workers, promoting, language access and registering South Asians to vote.



In January 2002, right after the Sept 11 terrorist attack, the Local offered a prep class in connection with the DC 37 Education Fund, despite no space available in the union building. Nearly 200 members signed up for the course. "Career development is one of the biggest concerns of our members, so we fight for civil service exams and help our members prepare for them," said President Maf Uddin, speaking to members at a class.



In 2007, Local 1407 worked with the DC 37 Education Fund to provide CPA review courses. Since then, many members have obtained their CPA licenses.



The local continues to offer classes and provide free materials for civil service exams realizing that these exams not only improve professional opportunities but also help obtain permanent civil service status. Here, President Uddin visits a class in 2007.



Local 375 holds a rally on April 24, 2002, to protest the MTA's wasteful contracting out of \$600 million worth of design work. President Uddin represented Local 1407 at the rally.

In 2009, continuing its tradition of being active in the New York City political process, the local continued to remain involved in New York City politics and the union endorsed Bill Thompson for mayor, Bill DeBlasio for public advocate and John Liu as the New York City comptroller. The local financially supported their campaigns, and members worked as volunteers on both the primaries and the general election.

Mr. Uddin became part of Comptroller-elect John Liu's transition team as a working committee member. As a member of the team, he helped prepare the job descriptions for the Deputy Comptrollers and interviewed candidates for those positions. In the description of the responsibilities for the Deputy Comptroller for Audits, President Uddin added the following: "Prepare a comparative cost analysis between private contractors and the in-house civilian workforce to determine the most cost-effective service for the City."

Part of the local's agenda is to participate in important statewide political events. For instance, at the 39<sup>th</sup> annual Black, Puerto Rican, Hispanic and Asian Legislative Caucus in Albany, which took place from February 12 to 14, 2010, unions across the state gathered to lobby the legislative body in favor of their agenda. At the DC 37 Albany reception, Mr. Uddin spoke and said, "It's up to us to send a message to the Washington politicians that they must do better and pass the Employee Free Choice Act and real health-care reform."

### **Fair Contracts, Saving jobs, and Workplace Improvements**

**T**HE activist spirit has also taken hold as we pursue our most basic struggle—the fight for good contracts.

In 2001, DC 37 won an excellent contract covering 27

months with over a 9 percent increase. The contract was retroactive to Oct. 1, 2000. It allowed for a reduction in the pension contribution from 3 percent of pay to zero after 10 years of service for members in the Tier III and Tier IV pension plans. In addition, members in Tiers I and II got a pension enhancement of a 2-year service credit. For the first time, members at mayoral agencies would enjoy an opportunity to participate in a 401(k) plan, a 529(c) college savings program and TransitChek. Local 1407 played an important role in the negotiations and helped negotiate a similar pact for members at CUNY and the School Construction Authority.

In 2002, the local union sent a contract survey to the entire membership. There was a tremendous response by the members from which the demands were prepared not only for the 2002 contract campaign but future economic and working conditions agreements as well. The survey also gave us clear guidelines about the issues faced by the members at their job locations.

Through negotiations for the first time we achieved due process rights for the members of the Transit Authority. We also completed the negotiations for the Department of Education working conditions contract, which had not been revised since 1985.

In the summer of 2002, the Professional Committee of DC 37 consisting of 45,000 members in 20 locals, including local 1407 arranged an educational conference, "Developing a Political Agenda for the Future", where President Maf Misbah Uddin ran a panel on personal finance.

We also completed unit bargaining based on 1 percent equity money from the 2000-02 contract. The local added an additional \$400, \$487, and \$659 in a majority of titles in the 3-, 5-, and 12-year service increments/longevity differential steps. In addition, bookkeepers and workers



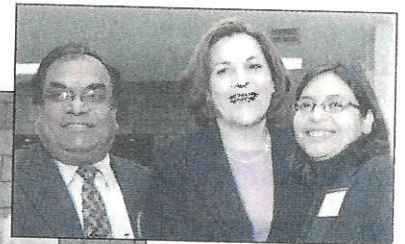
At a news conference in 2004, Maf Uddin spoke in favor of proposed legislation to improve on-the-job safety. He is accompanied by the bill's sponsor, Council member James F. Gennaro, and Speaker Gifford Miller, who looks on the right.



After passage of the safety legislation in 2004, President Maf Misbah Uddin speaks at a news conference. From left, City Council's Leroy Comrie Jr., Joseph Addabbo Jr., Mr. Uddin, Mayor Michael Bloomberg and the council's James F. Gennaro. The law requires the city to document and monitor on-the-job illnesses and injuries.



President Uddin speaks about workers' rights at a City Hall gathering during the 2002 Eid festival celebration sponsored by the City Council.



In 2006, at the City Council breakfast sponsored by DC 37, President Uddin spoke about the union's priorities with many council members including, City Council Speaker Christine Quinn and member Rosie Mendez.



compensation benefits examiners and other titles in common longevity/differential groups won a \$500 after three years of service. Also, systems analysts got a \$500 Recurring Increment Payment (RIP) after three years of service.

In June 2003, President Uddin and his entire Millennium Slate were re-elected, receiving over 78 percent of the vote. That year, for the first time, the local created a 5-year longevity differential for the members of the City University of New York based on the equity fund money of 1 percent the CUNY payroll from the contract retroactive to Sept. 30, 2002. Historically, negotiations at the CUNY system are complicated because the union deals with three parties. While CUNY is the employer, the purse strings are controlled by the state for the senior colleges and the city for the community colleges.

In another first, in 2003, the local also negotiated a transit benefit, a VDT Benefit and three free graduate courses per semester for CUNY members.

In 2004, the local brought two important charges against the City of New York. The local fought to force the city to live up to Article 78 of civil service law, which requires it hire from an existing list in a prompt fashion. Our action concerned six titles. This forced the city and agencies to start changing provisional members into permanent civil servants.

In another initiative, we filed complaints about working conditions with the Office of Labor Relations. These complaints concerned the failure of the Comptroller's Office, Office of Payroll Administration, Department of Citywide Administrative Services, and the Department of Finance to provide emergency action plans. We won, and they all promptly established plans.

A contract for the period of July 1, 2005 to March 2,

2008, included a key term that was the provision to create a Salary Review Panel to determine salary adjustments for selected titles and occupational groups. The local hired the prestigious firm Segal & Company to do a comprehensive comparative analysis of our titles with similar public and private sector titles within the City of New York.

Accordingly, on September 24, 2007, Mr. Uddin, made a detailed presentation to the salary review panel advocating for a reasonable salary adjustment for 13 major titles of the local. President Uddin stated, "My members are the backbone of the city's financial structure. They are highly skilled, hard working, and very dedicated individuals who are all well deserving of a substantial salary adjustment." Mr. Uddin believes if the City refuses to honor the panel's recommendation, it will be another injustice to fight for.

In 2005 our fight intensified to have a fair and reasonable contract and to stop layoffs. We participated in every rally, every demonstration and every gathering called by the union to win a new contract.

The July 1, 2002, to June 30, 2005, pact was ratified by over 89 percent of the membership. The union also obtained a reduced pension contribution from 4.35 percent to 1.85 percent in the 55/25 and 57/5 year plans and obtained a permanent COLA for retirees.

2006 had been an outstanding year for Local 1407 as the union negotiated an excellent contract for the period July 1, 2005, to March 2, 2008. The contract provided for a 9.42 percent increase. It was ratified by over 96 percent of the membership.

In 2008, a two year contract with a compounded raise of 8.16 percent was negotiated for the period ending March 2, 2010. In addition to providing good raises, the contract called for improvements to the welfare fund, without any



On Feb. 25, 2009, leaders of DC 37 released the white paper report, "Massive Waste at a Time of Need," at a news conference on the steps of City Hall. Local 1407 provided important background information for the report.



President Uddin speaks at a Housing Authority rally in 2007, demanding that politicians do their part by obtaining more funding and additional housing. Many union members live and work in New York City Housing Authority buildings.

On June 16, 2010, the Municipal Labor Committee called for a "Save Our City" rally at City Hall Park that Local 1407 activists attended.

In 2010, after a long fight, the union claims a big victory over contracting out. Local 1407 supported the union's campaign to oppose the computerized CityTime payroll project. The project, intended to cover 165,000 municipal employees, started out with a \$68 million budget that mushroomed to more than \$700 million. In 2010, four consultants were charged with stealing millions of dollars in kickbacks.



President Uddin and a Local 1407 delegation participate in the union's annual lobby day in Albany in 2002.



In 2002, Local 1407 testified at a hearing of about problems at the New York Police Dept. "The Police Department is wasting \$36 million a year by assigning higher-paid officers to non-law enforcement duties, such as accounting and bookkeeping," Local 1407 President Maf Misbah Uddin said. "In 2000, for example, 13 Police Officers were paid \$742,000 for work that would have cost under \$500,000 if it was done by Local 1407 members."



give backs. For the first time in a quarter century, the union negotiated with the city to lift the residency requirement, which is an important gain for members struggling to find affordable housing in New York City.

The City wide contract has expired on March 3, 2010 while the CUNY contract expired on September 30, 2009. The DC 37 delegates approved the bargaining demands proposed by the negotiating committee which was approved on March 10 by the committee that consists of all 55 local unions including local 1407.

As an offshoot to the contract campaign, the union demanded that we be given a fair and guaranteed quota of decent and affordable housing to municipal employees. DC 37 took the issue to the streets. The union was fighting to force the city and state to set aside 30 percent of new housing for low to moderate-income families. Finally the union negotiated to help members who are first time home-buyers to be eligible for a down-payment grant of up to 6 percent of the purchase price or as much as \$24,000 through the new housing program.

We have reacted aggressively whenever our members' jobs were threatened. Last year, for instance, Gov. David Paterson decided to put CUNY and other state-wide employees on furlough blaming the current Budget crisis. Local 1407 together with other DC 37 local unions took action immediately and sued the governor to block his action. The court granted an injunction in favor of the unions to prevent the furlough and eventually the furloughs were rescinded, handing a huge victory to the union.

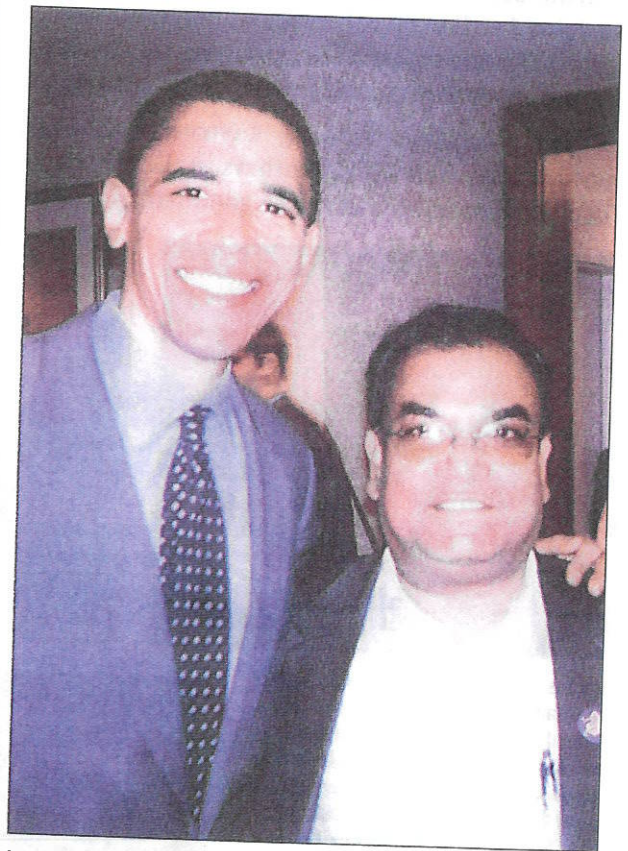
Throughout the 2000s, Local 1407 made several important improvements in our working conditions and benefits:

- In 2005 for the first time in 54 years, we created a scholarship for the members' children and grand children that has awarded five scholarships of \$1,000 each per year.
- We obtained voluntary recognition to represent the Workers' Compensation Benefits Examiner title in the Department of Education.
- Due to our consistent negotiations over the last few years, CUNY finally agreed to let our members enjoy the dedicated sick leave benefit for the first time.
- In 2009 the death benefit for retired members increased from \$1,000 to \$2,000. The co-payments for generic brand statin cholesterol-reducing drugs were reduced from \$5 to zero and the tuition reimbursement was increased to \$800 per year which was \$375 per year in 2000.
- In 2010, a 15-year service increment of \$379 for all Local 1407 members serving in citywide titles was established based on 0.34 percent of equity money from the contract that ended on March 2, 2008. For the first time, the Workers Compensation Benefits Examiner title series will receive a 3-year and 5-year service increment of \$180 and \$300, respectively, retroactive to March 2, 2008.
- Also in 2010, our union extended the transit Commuter Benefits Program virtually covering every transit system in the Tri-State area.

Unionists and supporters gather outside City Hall on Oct. 30, 2007, to demand that the city remove residency restrictions on public employees. Mayor Michael Bloomberg refused to support the residency bill, which the City Council approved by a 50 to 1 vote.



We witnessed history in July 2008 in Denver, Colo., where Barack Obama gave his acceptance speech for his nomination to be to be the President of the United States.



President Uddin met Barack Obama before he delivered an electrifying speech to the 2004 Democratic Convention in Boston. As the result of the now-legendary speech, "Out of Many, One", Obama rose to national prominence. His speech is regarded as one of the great political statements of the 21st century.



In 2009, President Maf Misbah Uddin joins citywide candidates, from left, Bill DeBlasio (public advocate), Bill Thompson (mayor) and John Liu (comptroller).

## Local 1407 and the City's Labor Movement

**U**NDER Mr. Uddin, the local has made an effort to have a greater presence in the city's labor movement. Mr. Uddin became the first Local 1407 president to be elected as a vice-chair of the Municipal Labor Committee. An umbrella group representing municipal unions, the MLC negotiates health insurance, pension and welfare fund benefits on behalf of 93 local unions and more than 325,000 city employees.

We participate in the Labor Day parades that bring public attention to working people's different agendas, such as a fairer tax policy, immigrant rights, improved funding for government programs and the right to organize.

In our solidarity work, Local 1407 and other DC 37 activists joined striking workers at a rally December 1, 2006, to protest Goodyear's plan to cut wages, slash health-care and retirement benefits and eliminate jobs in the United States.

"What Goodyear is doing is wrong and does nothing but hurt our sisters and brothers in the labor movement. They have failed to bargain in good faith and they should

be held accountable," said Mr. Uddin at the rally outside the Waldorf-Astoria Hotel in support of the Goodyear workers.

Our strong relationship to DC 37's national union AFSCME, helps keep our activists and leaders up-to-date on the burning issues affecting the labor movement nationally—and inspires us to participate in efforts to fight against the attacks on us. After attending the national union's conventions every two years, activists return to New York City armed with information to counter disinformation about public employees and inspired to participate in fight-back campaigns.

On Oct. 2010, newly elected Secretary-Treasurer Lee Saunders visited DC 37 for a town hall meeting in which he urged DC 37 and other New York AFSCME activists to help counter a nationwide attack on public employees. Local 1407 executives and trustees came to hear about the challenges we are facing as a union. Brother Saunders spoke about the unprecedented media attack on our pensions and all other hard earned benefits. He stated that AFSCME is planning a media campaign of its own to counterattack these negative messages and a plan to fight back together with all AFSCME affiliates.



In 2001, the union negotiated an excellent contract for a period of 27 months with over a 9.27 percent raise. The membership at CUNY and the School Construction Authority had achieved a similar pact simultaneously. Accompanied by the union's negotiating team, the DC 37 Administrator, at podium, announces terms of the pact as Mayor Rudolph W. Guiliani, right, looks on.

Unions from across the state gathered in Albany Feb. 12-14 2010 for the 39th annual Black, Puerto Rican, Hispanic and Asian Legislative Caucus to lobby legislators. At the DC 37 Albany reception, Local 1407 President Uddin said, "It's up to us to send a message to the Washington politicians that they must do better and pass the Employee Free Choice Act and real healthcare reform."

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On Sept. 24, 2007, President Maf Misbah Uddin, made a presentation to the city-union salary review panel. He called for a reasonable salary adjustment for 13 major titles of the local. "My members are the backbone of the City's financial structure," he said. "They are highly skilled, hard working, and very dedicated individuals who are all well deserving of a substantial salary adjustment."



In 2005 the union intensified its campaign for a fair and reasonable contract and fight against layoffs. Local 1407 activists participated in several demonstrations to draw attention to the administration's attack on unions. One such rally was organized by the three library systems, where Uddin marched with other, locals of DC 37 where president Uddin marched with, from right to left Local 1482 President Eileen Muller, Local 1930 President Ray Markey, and Local 1321 President John Socha.



In 2006, the union fought the mayor's demand that the union agree to a \$600 million giveback of our current benefits, additional work hours for existing pay, and no back pay in order to settle a contract. We steadfastly refused to give back a single penny from our hard won benefits in any shape or form.

## Where We are Going:

# Beyond 2011

**W**E are faced with the challenge of negotiating a contract with brutal terms. To our union this is not new. Over the last decade alone we negotiated four different contracts and obtained a combined increase of 37.79 percent in our base salary and all additions to gross.

Unfortunately, the city always cries foul out loud and shows the fear of deficit spending, but fortunately, due to our hard work, the city has repeatedly concluded its fiscal years with a huge surplus. We know we are passing through a severe economically complex phase. Therefore this is the time to come together, work together, and fight together to bring changes needed to negotiate a fair contract for all.

The local wants to improve working conditions in all agencies across the city; achieve further pension equity; reopen the Chapter 96 55/25 year plan or pursue a similar pension plan for all members; attain service credit for excess contributions after 10 years; increase the final

average salary cap from 10 percent to 20 percent for a higher pension; preserve our existing benefits (no give backs!); seek alternate work schedules, including flex-time and compressed time; work to establish citywide promotion lists; repeal the 1-in-3 rule for a promotion, and repeal the Taylor Law while working with the New York State AFL-CIO.

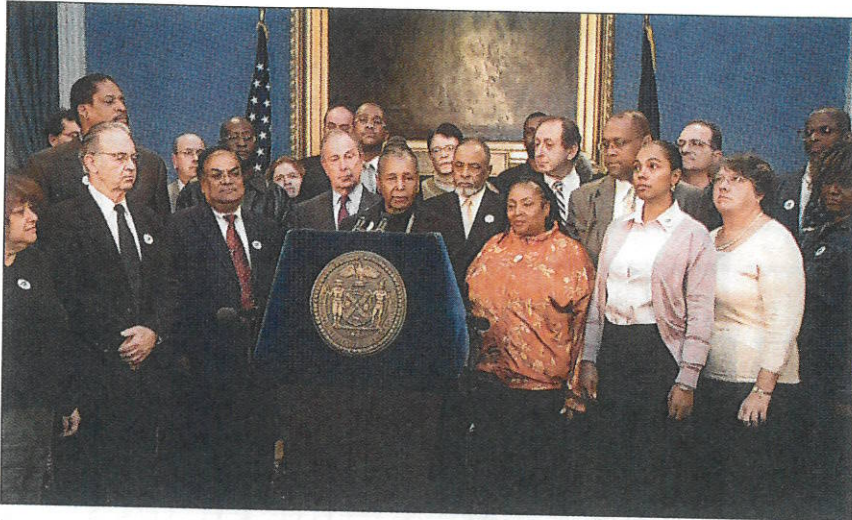
As you know, much is asked of the Union in this year. The work ahead of us is demanding. We are always ready. We have met great tests in other times and with our members help, we will meet the tests of our time. We will continue to represent our members with aggressive, dedicated, and responsive leadership.

We have worked hard in the past and will work even harder in the future. With the loyal support of our members Local 1407 will emerge from the present difficult economic situation victorious and every member of this great union will continue to be benefited.

*The best is yet to come.*



President Maf Uddin met on Feb. 3, 2011, with members at the Dept. of Finance as they carry out the local's "Bring the Union to the Membership" program. They discussed the unprecedented nationwide attack on public employees in addition to bringing members up to date on local union business.

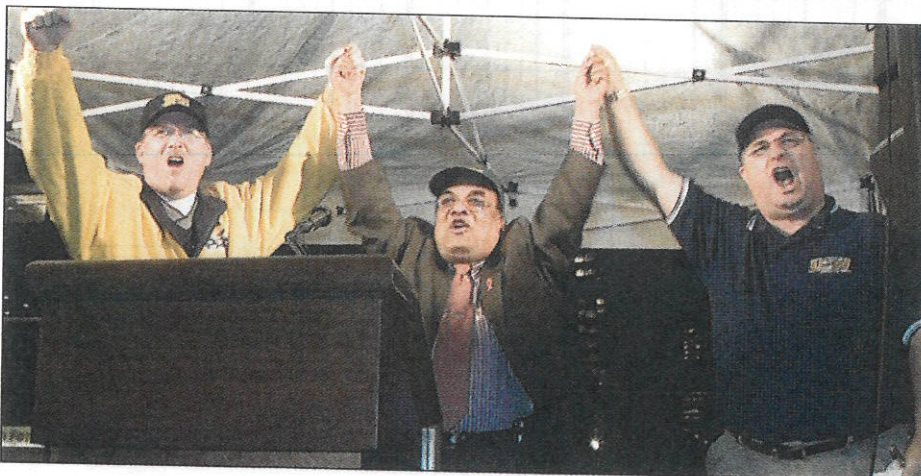


News conference at City Hall after the contract settlement for the period of 2002-2005.



The American Federation of State, County and Municipal Employees launches its 21st century plan for organizing, politics and union power at its August 2006 37th Annual Convention in Chicago. From left, Lee Saunders, who was then executive assistant to the president, flanked by Lillian Roberts, President McEntee and Maf Misbah Uddin.

At a 2005 march, the union demanded decent and affordable housing for municipal employees. The union took the issue to the streets. The union was fighting to force the city and state to set aside 30 percent of new housing for low- to moderate-income families.

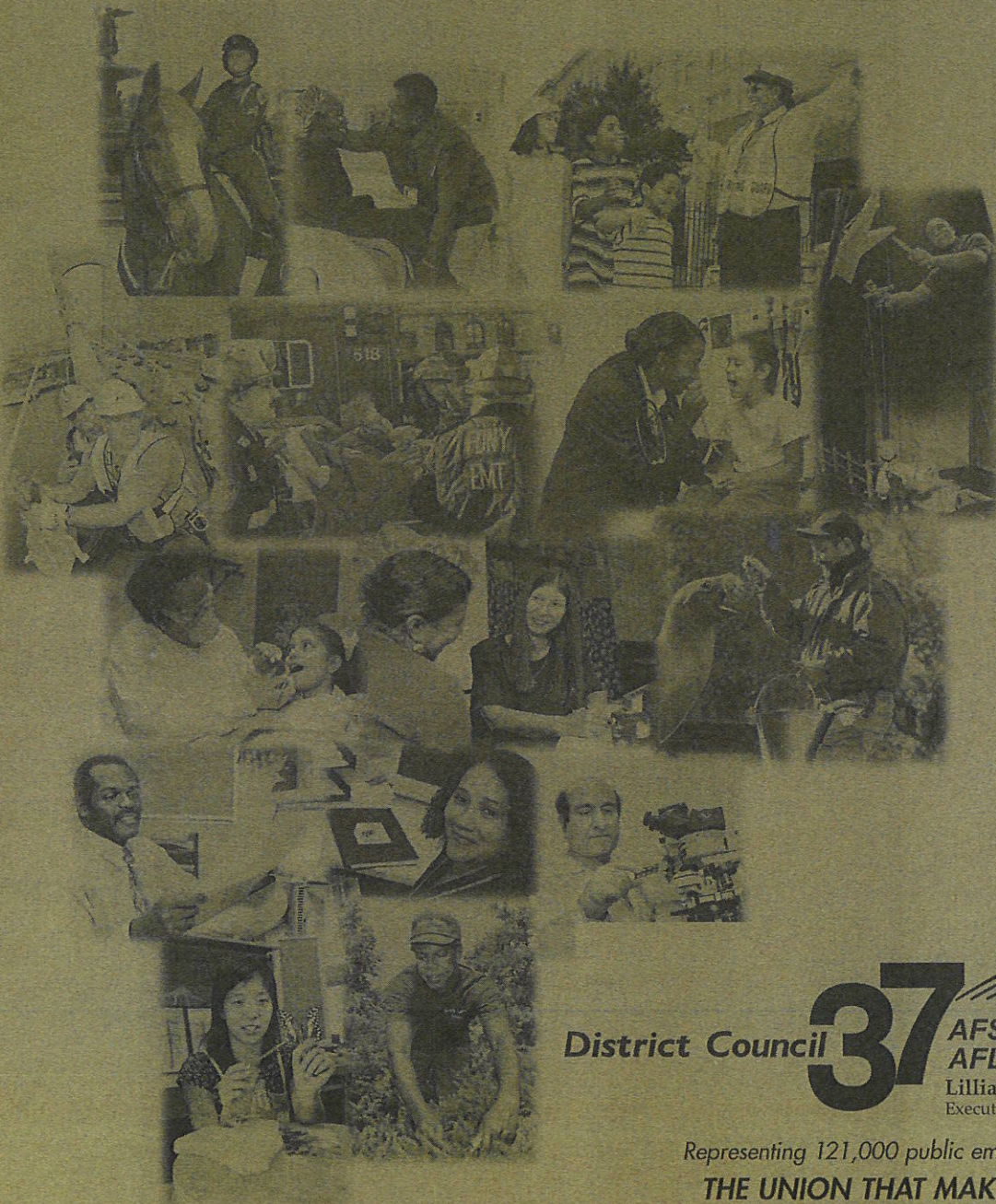


Local 1407 and other DC 37 activists joined striking workers at a rally Dec. 1, 2006, to protest Goodyear's plan to cut wages, slash health care and retirement benefits, and eliminate jobs in the United States.

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# Best Wishes from DC 37's *Everyday* Heroes



District Council **37**  **AFSCME  
AFL-CIO**  
Lillian Roberts  
Executive Director

Representing 121,000 public employees

**THE UNION THAT MAKES  
NEW YORK CITY RUN.**

[www.dc37.net](http://www.dc37.net)



*Congratulations and Best Wishes*

from the  
Officers, Staff and 17,000 Members of

**SOCIAL SERVICE EMPLOYEES UNION  
LOCAL 371  
DC 37 \* AFSCME \* AFL-CIO**

President  
**FAYE MOORE**

Executive Vice President  
**YOLANDA PUMAREJO**

Secretary Treasurer  
**JOSEPH NAZARIO**

Vice Presidents  
**ANTHONY WELLS \* BEVERLY MALLORY-BROWN  
LLOYD PERMAUL \* MICHELLE CONKLIN  
MICHELLE AKYEMPONG**

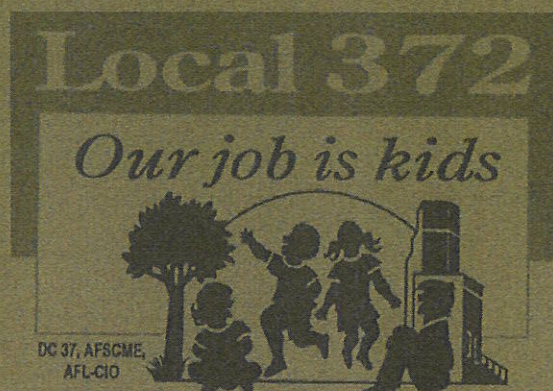
*A Mighty, Mighty Union!*

Local 372 and District Council 37,  
AFSCME  
President Veronica Montgomery-Costa

And

The Executive Board of Local 372, DC 37 AFSCME

New York City Board of Education Employees



Proudly Join our Union Brothers and Sisters  
in

Local 1407  
New York City Accountants & Actuaries

In Their

60<sup>th</sup> Year Anniversary  
Celebrating their Rich History



*Congratulations Local 1407  
NYC Accountants, Statisticians, Actuaries  
In Honor of your*

**60<sup>th</sup>** *Anniversary*

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# THE ORGANIZATION OF STAFF ANALYSTS

Salutes

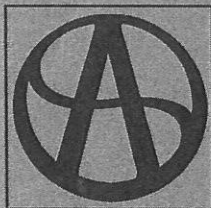
Our Brothers and Sisters of  
**NYC Accountants & Actuaries  
Local 1407-DC37-AFSCME**



On the Occasion of Your 60<sup>th</sup> Anniversary



You helped the analysts become unionized.  
We do not forget. Keep on fighting!



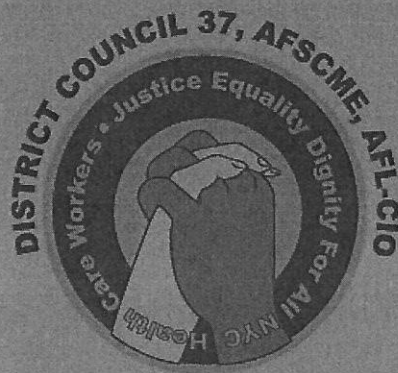
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On your 60<sup>th</sup> Anniversary

From

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Best Wishes

To Local 1407

On Its 60<sup>th</sup> Year Celebration

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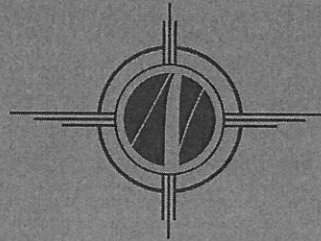
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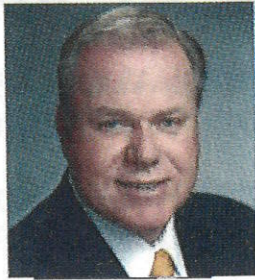
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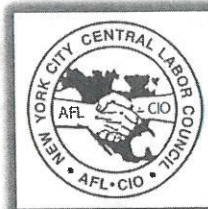
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**The New York City labor movement commends  
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**on their  
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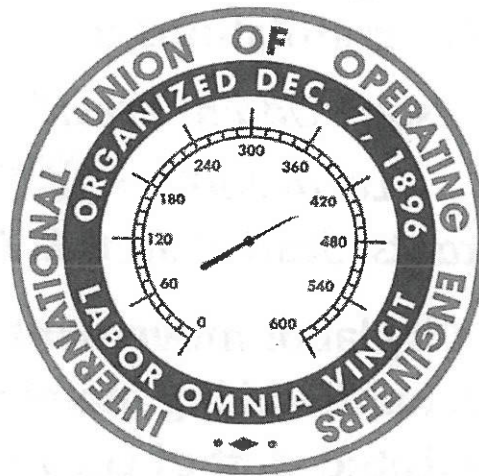
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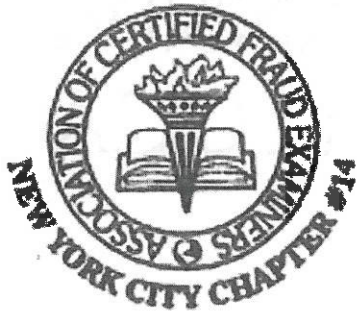
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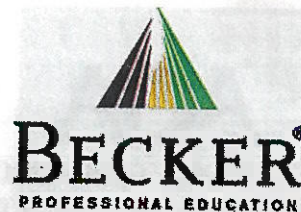
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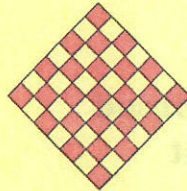
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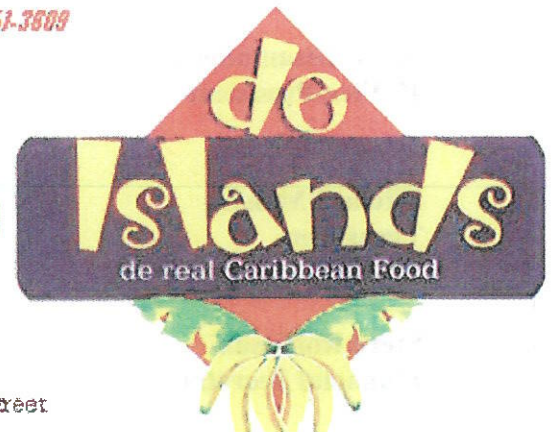
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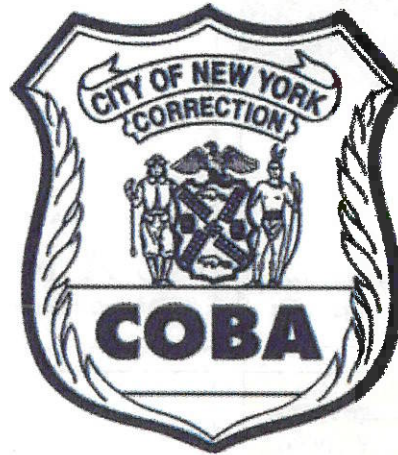
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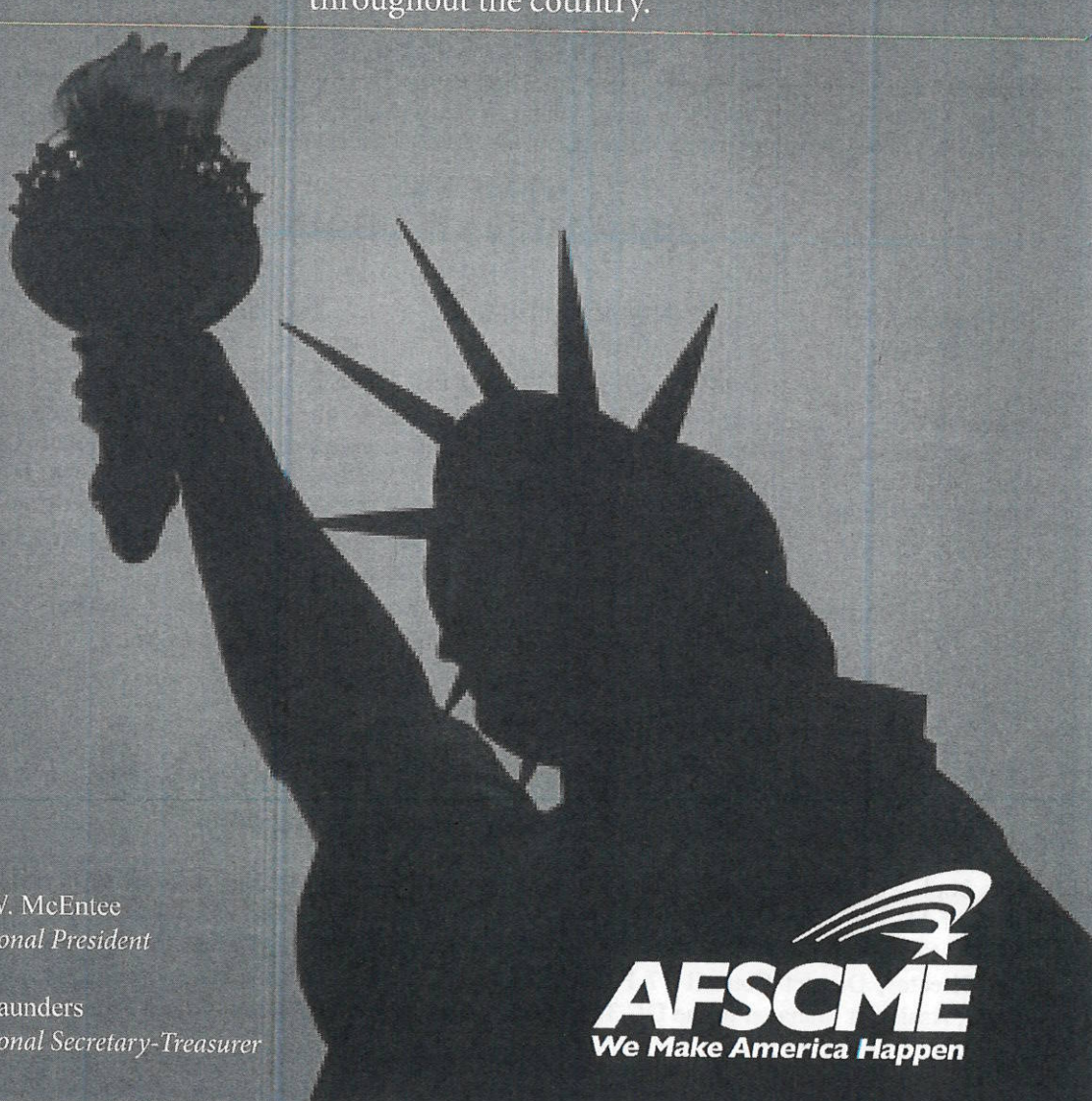
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60

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This book was compiled and designed by Maf Misbah Uddin, President of Local 1407 and written by Maf Misbah Uddin and Jed Matalon, Vice President of Local 1407 and edited by Gregory Heires, Sr. Associate Editor, Assisted by Michael Lee, Type/Photo Setter; EJ Dobson, Associate Art Director; District Council 37 Public Employee Press and Frank Fasone, Manager and Nick Crupi, Assistant Manager of the DC 37 Printing & Mailing Department.

