The Training Center Turns 30
As The Training Fund Turns 30, a Salute to Its Founders and Those Who Keep it Going

Dear Brothers and Sisters:

Our reputation and continued success are in no small part a tribute to faculty and staff of our Local 94 Training Fund.

The members of Local 94 have rightly earned the reputation as the industry leaders in optimizing the most complex, sophisticated and energy efficient systems and machinery in the world. Our reputation and continued success are in no small part a tribute to the faculty and staff of our Local 94 Training Fund.

This year marks the 30th Anniversary of the Fund. To recognize its importance to our union we have devoted most of the space in this newsletter to telling its story. Since 1986, every member of Local 94 have passed through its doors. We have become so familiar with the faces of Howard Styles, Bobby Fantine, Del Valle and the 30 instructors we can easily take their contributions for granted.

The size of the facility, the large faculty, and the hands-on learning with state-of-art equipment, we see today may never have been imagined in 1986. But Business Manager John Bowen and the Local 94 leadership including Tom Costello knew and understood, if the members couldn’t keep up with changing technology, it wouldn’t be long before there were no members. Two make-shift classrooms were created in the basement of our former home at 345 W. 44th St. Local 94 had a Training Center.

It is also long past time our members were told the hands-on learning with state-of-art equipment, we see today may never have been imagined in 1986. But Business Manager John Bowen and the Local 94 leadership including Tom Costello knew and understood, if the members couldn’t keep up with changing technology, it wouldn’t be long before there were no members. Two make-shift classrooms were created in the basement of our former home at 345 W. 44th St. Local 94 had a Training Center.

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Executive Board will be accepted at the each of the May 11 General Membership meetings. Please read the special notice on this page. A copy of the formal announcement, which will be mailed to the home of all members in good standing, appears on pages 18-19 of this newsletter. Be reminded: You must be in good standing to make, or second a nomination. Make sure your dues are up to date. We urge every member to attend one of the May 11 meetings. This is YOUR Union, participate.

The Fight for Prevailing Wage

It’s been nine years since Mayor Michael Bloomberg created a two-tier wage system in New York City’s schools shortchanging hundreds of our members. Over that time our members who work for the DOE have been making at least $7 an hour less than employees of the private contractors doing the same work.

It was a terrible and unjust decision then, and it becomes more outrageous and galling with each passing day. Yet, despite years of protests, public hearings, and face-to-face meetings, the injustice continues.

But we have not given up the fight. I along with Ray Macco and Jack Redden recently sat down with Mayor de Blasio and Robert Linn in an effort to settle this matter. Everyone agreed this issue must be resolved fairly and equitably. So once again, we will sit down at the table and will negotiate until we have fair and just agreement. We will not rest until we have justice for our members!

Final Notes

As important as the quality of our work, our members also know and understand the value of family. It is why we have been able to provide 10 four-year Scholarships to the sons and daughters of our members. Those Scholarships are funded through a series of Local 94 fund-raising events.

We salute the previous year’s honorees at our annual Dinner-Dance in January; we hold Golf Outings in the Spring and Fall; and we announce the next class of honorees at the Summer Picnic.

Profiles of 2015 winners appear on pages 12/13; photos from Dinner-Dance can be found on Pages 14/15. Which brings us to the Family Picnic, after more than 30 years the sale of Plant Brauhaus, has forced us to change the venue and the date. The 2016 Family Picnic will be held on Saturday, July 23 at Fountain Springs Country Club, a spectacular facility on a lake in Ringwood, NJ.

With additional facilities including boat rides and zip lines, we believe there will be something for everyone. Karen and I look forward to seeing you there!

In Solidarity,

Kuba J. Brown
President/Business Manager
While small voluntary classes had been held in the basement of what is now the Comfort Inn, the first formal classes were offered in early 1986, in that same basement. Larry Spahn, now a Building Manager/Chief Engineer for H&R Properties, who is also a Training Center instructor, was among those early students. "Tom Costello taught that class, Energy Management," said Spahn. "I still have my notebook. The pages are yellow, but I have it."

The door to advancement had been opened. Now it was up to the members to take advantage of the opportunity. In the newsletter announcing the program Costello called upon "all veteran members to increase their knowledge" of the new emerging equipment. "The key to our success is knowledge and continuing education," Costello wrote.

Thanks to that foresight, today Local 94 has more than doubled its 1979 membership. It didn’t happen overnight.

While Bowen was keenly aware of the need for training, he also knew little to nothing about running what would in effect be a technical school. He reached out for help. After meeting with several candidates, Bowen hired Robert Denson, a private contractor and an instructor at the APEX Institute to run the program.

A former Navy Seabee and a Vietnam veteran, Denson was and remains a no-nonsense straight shooter. His direct and focused approach to the task was often off-putting. "I know I rubbed some people the wrong way," Denson confessed. “But John Bowen brought me in to create a program, and I was going to get it done. There was no precedent here: It was my job to create it.”

Denson was also responsible for writing the training manuals and the textbooks. He also brought in a hand-picked group of full-time instructors: Mel Fried, Nick Stilo, Jim Kelly, as well as Howard Styles who was a part-time instructor until 1993. “I brought in people I knew, people I worked with; people I trusted. I wanted the best,” said Denson. “I knew other union schools didn’t have full-time staff. I wanted people who I knew were dedicated and who understood this was their job.”

As the school expanded so did the cadre of instructors, including Mike Gadaleta, who began teaching in 1989, and later served as assistant director and director of the program.

It was around this same time Local 94 moved into its current building, and it was Denson who laid out the classrooms and created and installed many of the training aids which still line the walls of classrooms today.

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Training Center Co-Directors Howard Styles and Bobby Fantine.

Mike Kovalsky was a 29 year-old Chief when he was handed a small computerized device and instructed on how to connect it to his telephone and take control the building from home. “That was sometime around 1983,” Kovalsky recalled. “Change was coming, and it was clear, it was going to be swift.”

Fortunately for the 3,000 or so members of Local 94, Business Manager John Bowen and Local 94 leadership had already anticipated the changes that were coming. It was on the picket lines of the 1979 strike that the Local 94 demand for a Training Fund was made part of the agreement.

“John Bowen and the leadership knew if we were going to survive as a union we were going to need a training program,” recalled retired president Tom Costello. “Unlike many of the other skilled trades, we didn’t have an apprentice program. The industry was changing. We knew our members would need training.”

Without proper training and with the advent of computer technology, the introduction of package units, and other advances would almost certainly be the death knell for the union. Yet, for some in Local 94, both young and old, the changes were both daunting and frightening. “As the new technologies were coming in a lot of the older HVAC guys were like, ‘I’m not going to touch it.’ The younger guys were scared. They thought their jobs would disappear,” said Kovalsky.

“Luckily, Bowen and the leadership saw three changes as an opportunity. If change was coming our members were going to have to step up to plate to learn, understand, repair, maintain and operate the new systems,” said Kovalsky, who is now one of the 30 instructors at the center.

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remember John Bowen asking me, 'do you know what you're doing? We're going to lose these people,'" recalled Denson. "But after thinking about it for a second, he said I guess that will be alright.'"

One of those Local 94 members "lost" to management is Boston Properties Senior Vice President Thomas Hill. The son of a Local 94 engineer, Hill was raised in the industry and brings a unique perspective on the industry and the impact of the program.

"In the 1950's most of the guys came from the Navy, the thought was if you could run an engine room, you could run a building. To an owner a building was nothing more than a vertical ship," explained Hill.

If you were a new hire and you didn't serve in the navy, and were fortunate enough to be working with a good, willing crew you could really learn and grow. But, if you were in with working with a good, willing crew you could run a building. To an optimus operation.

"And, it works. It works because the program was embraced by everyone," he said. "To me it's cultural, and that comes from the leadership. When you talk to any Local 94 engineer they will tell you about "their" building. These buildings are multi-billion dollar investments and shareholders are betting on its optimum operation.

The Local 94 engineers are invested in their building. That is central to the success of program. It is a success that is tangible," said Hill.

That culture and those values are testament to ideals the Training Program was founded upon. According to Denson it began with a simple plan: "My goal was simple," Denson explained. "Be Presentable. Be Responsible. Be able to convince people you are the best."

The next big step came in 1993 when the Mandatory Course Program (Units 1-5) was extended to 360 hours. With that development all new members would now be required to complete and pass those core courses within five years to remain in the union and hold their job.

Advancing Denson's plan has been the mantra of the Training Center leadership through to current co-directors Howard Styles and Bobby Fantine. It is a theme that was passed down from all those who had preceded them.

Under the direction of Mike Gadaleta that the center was formally certified by the FDNY, so members no longer had to go outside to obtain their license. "We also instituted more hands-on and practical training," Gadaleta recalled.

When Fantine moved upstairs as a Business Agent in 1994, then Business Manager Mike Carney, appointed Mike Sweeney as the new training director. Sweeney expanded the teaching staff, brought in outside vendors to conduct seminars, and appointed Howard Styles as assistant training director.

"My time at the Training Center was one of the most rewarding periods in my life," said Sweeney. "I still run into people who talk about what they learned at the Center." Among his other contributions Sweeney brought in Bobby Fantine as a part-time instructor. Fantine, who automated out of his printing industry job, found a job as helper in lower Manhattan in 1995. Fantine seized his new opportunity.

"When I first walked in to engine room I saw like a 1,000 pipes I was blown away," Fantine recalled. "I wasn't a kid. I knew I couldn't be a helper the rest of my life. I started studying for my license."

Soon Fantine was helping others, going so far as to hosting a study group in his basement at home. "Back then the test was given once a year," Fantine explained. "So if you didn't pass you had to wait a whole year before you could try again."

By the year 2000 Sweeney under the recommendation of Kuba Brown, brought in Fantine an instructor. "Now instead of 10 guys in my basement, I was teaching entire classes. I love it," said Fantine. "And I can also tell you what every one of those pipes are for, and where they go," he added with a smile.

Building upon that foundation, the Training Center we celebrate today took root in 2004, when Business Manager Kuba Brown named Fantine and Styles as co-directors.

"I could never really understand why Bob Denson kept on me to come to center and become a part-time instructor. He was able to see something in me I didn't see in myself," said Styles. "But over the years, I've come to realize I really love to teach. So I owe a lot to Denson, Sweeney and Kuba Brown," he added.

"What Bobby and I have tried to do over the past 12 years is to help the members realize the value and importance of these programs and this education," he said.

We have seen the changes in the industry and with the support full support of Kuba Brown and the leadership, we have been given tools and support to provide the hands-on learning to help the members grow," he said. It is under their direction the Training Center has expanded the program which already provided the full suite of BOMI courses to include: a new college program; the Building Operator Certification in conjunction with CUNY; the Fire Safety Director; Emergency Action Plan Director; Package Unit, Advanced DDC/BMS; Critical Systems, Chief Engineer Course, and Online Courses among others.

"We've also brought in new equipment to see something in me I didn't see in myself," said Styles. "And in this business, things get old fast."
A former FDNY Lieutenant, DiGiacomo has been teaching for some 10 years. “The union has given us so much. “I work PS 89 in Lower Manhattan, and I do take some courses here with Bobby Fantine. He mentioned that the center is always looking for ‘school guys.’ I also wanted to do something for the school fellows. So I came over to teach a boiler class. Now, I also teach Unit 2.”

**DAVID HAWKINS.** Unit 3A, Packaged Unit A member of Local 94 for 20 years, Hawkins has been an instructor at the Center for 15 years. “It is because of the Training Center that I am Chief today. So when Howard Styles asked me if I wanted to teach I considered it an honor. Six years later I still consider it an honor to help those guys.”

**IRA HEITNER.** Unit 3C A member of Local 94 for 20 years, Heitner has been an instructor at the Center for 15 years. “I was told they were having trouble finding people to teach. I was unsure at first, but it’s not hard. You’re teaching what you know. You just hope you are making your students better.”

**PETER CICCIONE.** BOMR, FSD, EAP A former FDNY Lieutenant, Ciccione has been a member of Local 94 for 13 years. “I’d been teaching for a while. I used to teach classes for the FDNY promotion exam. I love to teach. In fact, I would rather teach all day than do anything else.”

**JAMES KELLY.** Pesticide Applicator One of the initial members of the Training Center Faculty, before he retired he had taught nearly every course in Center has offered. He returned to teach the Pesticide Applicator Course. “It’s only one day a week. But, with all the mosquito-borne diseases this is important. The guys taking this course are on the front lines of prevention to keep the danger from hitting the fan.”

**SEAN CAREY.** Units 1 and 2 A member of Local 94 for 24 years, he has been an instructor for 13 years. “I started to teach because I wanted to learn myself. I read that you retain more knowledge by teaching. I never realized how much I would enjoy it. It’s exciting to see the enthusiasm of these guys and being able to among the first influences in their careers.”

**DIAGRAMS**

**CHI K. CHU.** CE An Employer Trustee of Training Fund, Chu occasionally teaches courses which bring a management perspective to the Training Center. “I was at Silverstein Properties. I came to value the contributions of Local 94. They conducted themselves as stakeholders. Through the classes I thought it could help the members advance their careers.”

**DOMINICK KANG.** SMA A Local 94 member for 35 years, Kang has been an instructor for the past 15 years. “Why do I teach? I teach for these guys. The students keep coming so I am here to teach. Local 94 picked me up and lifted me to the top. I am here to help lift these students. I want to give back.”

**PETER CICCIONE.** Unit 3R A member of Local 94 since 2012, Ciccione began teaching last September. “I worked in the schools as a fireman, graduated college and got my license, but I also took courses here with Bobby Fantine. I like to help. Now, if I can help somebody get their license, well I’m all in.”

**JOHN CAREL.** Units 1 and 2 A member of Local 94 for 24 years and a Trustee on Executive Board, Cancel has been an instructor for some 10 years. “The Training Center is about making all of us better engineers. As the industry has evolved the Center has evolved with it. Teaching is my way of giving back to the union which has given us so much.”

**JOHN CANCEL.** Unit 3 A member of Local 94 for 29 years, Cancel has been an instructor for some 10 years. “We conducted ourselves like teaching is for everyone. For me, I love it. I really do.”

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**JOHN GIORDANO.** Unit 5, Advanced DDC A member of Local 94 for 23 years, Giordano has been an instructor for the past three. “I had taken an energy conservation course I was told the Center was going to start a digital controls course. They wanted to know if I would be interested in teaching. It’s not like teaching is for everyone. For me, I love it. I really do.”

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Local 94 Training Center Instructors

MICHAEL LECCESE. Package Unit
A member of Local 94 for 29 years, Leccese has been an instructor for the past 10 years. “I teach a practical class, so it’s an interactive thing. It’s not about preparing you for a test. It’s about being able to solve a problem. It’s about improvisation. On class days, I get excited when I wake up in the morning because I know I’m going to be teaching this class.”

CLEMENT MCCALMAN. Mechanical Drawing
A member of Local 94 for 35 years, McCalman has been an instructor for the past five years. An adjunct professor at NYCTC, he holds a BA and MA in Electrical Engineering. “This union has done so much for me. By teaching this course I not only am giving back, this course gives our members a leg up in earning a B.A. in Facilities Management.”

YVES MOMPLAISIR. Unit 3
A member of Local 94 for six years, Momplaisir is in his first year of teaching at the Center. It’s not as if he is new to teaching. “I have bit of a teaching background, tutoring mathematics and physics. It’s different here teaching adults. I enjoy it. It get a lot out of it.”

JOSEPH OLGIAI. Unit L CS
A member of Local 94 for more than 20 years, Olgiati has been teaching for 16 years. “A couple of my friends were teaching at the Center, and I realized it’s nice to give back. Help to share and pass on what you have learned. It’s especially rewarding when you see the guys that get it! I enjoy it. I really do.”

EDDIE VALDEZ. Unit 3B
A Local 94 member for 21 years, Valdez has been teaching for the past five years. “My father was a member of Local 94 for 35 years. This union has great to my family. To me this is brotherhood, and when you have an opportunity to help someone learn their craft, and pass your knowledge along, it is providing something that is invaluable.”

ANDREW PETERS. Units 1 and 2
A Local 94 member since 1980 and now retired, Peters is in his second semester as an instructor. “I didn’t know I could teach, but I really like it. When I first started in this industry you had to learn on site. Teaching Unit 1, I have a chance to pass on my knowledge and provide my insight to these young guys starting out.”

ANGELO SILECHIA. Unit 4
A member of Local 94 for 36 years, Silechia has been teaching since 1998. “I actually started here when Mike Sweeney asked me if I would help out. I was also appreciative when people showed me things, so I was happy to give back. As it turns I’ve learned a great deal from the guys in these classes.”

LAWRENCE SPAHN. Unit 5, SMA
A member of Local 94 for 30 years, Spahn is in his second year as an instructor. “I guess you could say I’m the poster boy for the program. I was in Tom Costello’s very first class, in the basement of the Teamster’s building. And, I have taken every course. Teaching is my way of giving back to this union which has been so good to me.”

ZACK STERN. BOC
Although not a member of Local 94, Stern has been teaching for nearly 20 years, and played a vital role in the growth and development of the Training Center. “For me it’s all about the relationship with the students. To see students come back and tell you about their successes and advancement in the industry. Let me tell you, there is great satisfaction in that.”

WILLIAM CARAMICO. Labor/History
A member of Local 94 for 35 years, Caramico has been providing history and insights to important role Labor has played on the creation of the middle class. “I think it’s a very positive class. I want the members to understand their union membership is also about their families and their children. I want to the members to be aware of what is going on.”

KEITH WEISGERBER. SMT, Unit 4
A member of Local 94 for 36 years, he has been an instructor for the past five years. “I came into this industry after working in banking. I can’t tell you how helpful the teachers were for me. I’m so appreciative of what they did for me so teaching is my way to give back.”

LUCY DEL VALLE. Student Services
Not only is Lucy the first to greet you as you enter the Local 94 Training Center, she is the one person everyone turns to when they need help with their schedule, information about a course, or any other assistance. “Lucy has her ear to the ground and is aware of everything that is going on at the Center. She knows everything from the important events being planned, to coordinating schedules and interacting with part-time teaching staff,” said Howard Styles.

Juggling her many and complex responsibilities Del Valle responds to students inquiries on courses and policies; directs members to their classes, provides guidance, answers incoming calls; schedules appointments; keeps and maintains records; performs dozens of additional office and operational tasks. “Bobby and I wouldn’t be able to do what we do without Lucy. She is the person who makes this center run. Lucy truly is the glue that holds the Training Center together,” said Styles.
Raven Haub
Susan is the daughter of Richard Gates, Jr., a Director of Technical Services/President of Project Management for Murray Hill Properties at 277 Park Avenue. He has been a member of Local 94 since 1985.
A graduate of the High School of Telecommunication Arts and Technology in Brooklyn, Susan was on the Principal’s Honor Roll, a member of the National Honor Society, and earned the Chancellor’s Roll of Honor Citation. As a senator, she was recognized by NY1 and the Public School Athletic League for her abilities on the field and in the classroom, earning the Ford Lincoln of Queens NY2 Scholar Athlete award.
She has mentored children in English, Science, Math and problem solving; and assisted children with autism spectrum disorders in movement, balance and breathing through music and Tai Kwon Do.
Susan is a Biology major at Iona College, working to acquire the prerequisites needed for a Physical Therapy graduate program.

Jake Miller
Jake is the son of Henry Miller, Sr., a Chief Engineer for Fisher Brothers at 605 Third Avenue, NYC. He has been a member of Local 94 since 2005.
A graduate of Northport High School in Northport, Long Island, Jake earned an IB Diploma and obtained National Merit Finalist status. He was a member of the National Honor Society and was on the Mock Trial team for four years. He was a co-founder of the school’s debate team and served asBer Delegae at Hofstra University Model UN competition. He peer tutored for three years. Jake is attending the University of Alabama Honors College to study Political Science.

Michelle Milone
Michelle is the daughter of Kenneth Milone, a Chief Engineer for the Durst Corporation at 1155 Avenue of the Americas. She has been a member of Local 94 since 1985. A graduate of Middlesex County Academy for Science, Mathematics and Engineering Technologies located in Edison, NJ, Michelle was a member of the National Honor Society and the Spanish Honor Society. She was the 2015 National Youth Science Camp Delegate for New Jersey. As an intern for the Edison Waterways Association, she researched local environmental issues, she also served on the Executive Teen Advisory Board of the Metuchen Public Library, and was a mentor volunteer.
He is the founder of the track club and a member of the marching/jazz band. Ian is attending the University of Rochester where he plans on pursuing a PhD in public service/poitics.

Emily Murphy
Emily is the daughter of Brendan Murphy, a Chief Engineer for Fisher Brothers at 605 Third Avenue, NYC. She has been a member of Local 94 since 1985. A graduate of Northport High School, Emily was inducted into the National Honor Society, the Tri-M Music Honor Society, Language Honor Society and the Principal’s Honor Roll. She was captain of the Relay for Life team for three years and in her senior year served on the planning committee. She worked with the local chapter of the Wounded Warrior Project, organizing events for veterans who struggle with PTSD and their families. She was also on the school’s ALS fundraising committee. Emily is attending Loyola University in Maryland.

Lauren Picarelli
Lauren is the daughter of Ralph Picarelli, an Engineer for S.I. Green Realty Corp., at 555 West 57th Street. She has been a member of Local 94 since 2005. A graduate of Kinnelon High School in Kinnelon, NJ, Michelle was a member of the National Honor Society, the Spanish Honor Society and the Tri-M Music Honor Society. Michelle was a member of the Future Business Leaders of America, the Social Outreach Club, the Pep Band and Choir Lady of the Magnificent Youth Group. She is a member of the Varsity Volleyball Team and the Varsity Track and Field Team. Michelle is attending Villanova University where she is studying Business.

Matthew Seboansky
Matthew is the son of James Seboansky, a Chief Engineer for Hines at 425 Lexington Avenue. He has been a member of Local 94 since 1994. A graduate of Valley Stream High School in Valley Stream, L.I., he held leadership positions in the National Art Honor Society and was president and editor-in-chief of the award-winning school newspaper. His art has been showcased at Adelphi University and her writing won a first place Adelphi Quill Award. She was a member of the National and Language Honor Societies. Active in her community, Erica organized Empty Bowls and a Pumpkin Festival as fundraisers to benefit the Holy Name of Mary food pantry; and volunteered at the Pro-Choice Clinic Escort volunteer program and the E-Cycle program. Erica is attending CN/UT at Hunter College in Manhattan where she is majoring in English as a Muse Scholar.

Erica Galluscio
Erica is the daughter of Dominick (Nick) Galluscio, a Chief Engineer for Hines at 425 Lexington Avenue. She has been a member of Local 94 since 1994. A graduate of Valley Stream High School in Valley Stream, L.I., she held leadership positions in the National Art Honor Society and was president and editor-in-chief of the award-winning school newspaper. Her art has been showcased at Adelphi University and her writing won a first place Adelphi Quill Award. She was a member of the National and Language Honor Societies. Active in her community, Erica organized Empty Bowls and a Pumpkin Festival as fundraisers to benefit the Holy Name of Mary food pantry; and volunteered at the Pro-Choice Clinic Escort volunteer program and the E-Cycle program. Erica is attending CN/UT at Hunter College in Manhattan where she is majoring in English as a Muse Scholar.
When You Should Go to the ER

When you’re sick or injured and need to see a doctor, how do you decide between going to the emergency room, an urgent care center or your doctor’s office?

You should go to the emergency room for life-threatening medical conditions, such as:

• Major broken bones
• Neck/spine injuries
• Severe burns
• Sudden chest pain/change in vision
• Serious head injury
• Heavy bleeding

You should go to the ER if your injury doesn’t put you in immediate danger, but you need care as soon as possible. One of those is an alternative to the ER, since he/she already knows your medical history and can treat you accordingly. Simply call your doctor’s office, explain your condition and see if they can schedule a same-day appointment for you.

You can also call the Empire’s 24/7 Nurse Line at (877) TALK2RN (825-5276), 24 hours a day, seven days a week. The service is free for you and they can help you decide if you should go to the ER, an urgent care center or to your doctor’s office.

We would never want you to compromise your health. If you’re experiencing a true emergency, get to the ER as quickly as you can. But, if your condition is not life threatening, think about using an alternative form of care for quicker, less-expensive and more convenient care.

What It Will Cost You and the Fund

While the costs to you for the three options are similar (see the chart below), there’s a lot more to this story. According to the National Institutes of Health (NIH), the average emergency room (ER) visit costs over $2,000. ER visits are among the most expensive medical services for you and the Health and Benefit Trust Fund. On top of that, around 67% of ER visits could be treated more efficiently somewhere else. When you go to an urgent care center, the cost can be less than one-half the cost of going to the ER. And, your doctor’s office visit costs even less. That’s why it’s important to go to the ER only when you experience a true medical emergency, and to understand what alternative forms of care exist if you’re not having an emergency, but need same-day treatment. Unnecessary ER visits cost the Fund—and, ultimately, you—a lot of money.

Questions?
Call the Fund Office at (212) 541-9880, or visit www.local94.com.

<table>
<thead>
<tr>
<th>Care</th>
<th>In-Network Coverage</th>
<th>Out-of-Network Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Room (initial visit per occurrence)</td>
<td>$50.00 co-payment per visit (waived if admitted to the same hospital within 24 hours)</td>
<td></td>
</tr>
<tr>
<td>Physician or Doctor's Office Visit</td>
<td>$30 copayment per visit 20% coinsurance after deductible plus any amount above the allowed amount</td>
<td></td>
</tr>
<tr>
<td>Urgent Care</td>
<td>$30 copayment per visit 20% coinsurance after deductible plus any amount above the allowed amount</td>
<td></td>
</tr>
</tbody>
</table>

SEMINAR CAN HELP ANSWER YOUR QUESTIONS ABOUT RETIREMENT

Retirement Seminar Scheduled for Thursday, May 19

Along with contributions to Social Security, as a member of Local 94 you have also participated in our pension, annuity and health and welfare programs. These important life events have an impact on several of your Benefit Plans, and advising the Fund Office (and providing the required documentation in a timely manner) will ensure that your records are up to date and benefits are available to your eligible dependents. Conversely, it will also ensure that people who are no longer eligible are removed from the records and are not accessing benefits to which they are not entitled.

Now’s the Time to Review Your Annuity Plan

Now is a good time to review your account.

The Local 94 Annuity Plan transitioned to John Hancock effective November 2, 2015. Now is a good time to either log in or call John Hancock to ensure that your account information is up to date. You may access your account via the website at mylife. jihad.com or by calling 800.294.3575 and following the prompts to log in or access your information.

We recommend you review your beneficiary information to ensure the information on file is current and accurate. Once you have logged in, select Menu at the top right and a list of options will appear. Under the category About me—select View/Change Beneficiary Information to view the current named beneficiary(s) on your account.

In the absence of a beneficiary designation or if no designated beneficiary is living at the time a benefit becomes payable, your beneficiary will be your surviving lawful Spouse, or if you have no Spouse, your estate.

It is also important that all participants name a contingent beneficiary to whom their account would be payable in the event that the participant and the named beneficiary are deceased. This can be done online following the steps above to access the beneficiary designation.

Please note, participants are obligated to notify the Fund Office of all marriages, divorces, birth(s) of a dependent child(ren), death of a spouse, etc. That is, important life events have an impact on several of your Benefit Plans, and advising the Fund Office (and providing the required documentation in a timely manner) will ensure that your records are up to date and benefits are available to your eligible dependents. Conversely, it will also ensure that people who are no longer eligible are removed from the records and are not accessing benefits to which they are not entitled.
NOTICE OF NOMINATION FOR & ELECTION OF OFFICERS OF LOCAL 94, IUOE

Dear Brother/Sister Local 94 Member:

Listed below is important information pertaining to the 2016 Nomination for and Election of Local 94 Officers.

PLEASE READ CAREFULLY

Pursuant to Article II, Section 4 of the Local 94 Bylaws, a Nominations Meeting will be held at the General Membership Meeting on May 11, 2016.

OFFICER POSITIONS TO BE ELECTED

Article II Section 1 of the Local 94 Bylaws specifies the following Officer positions to be elected:

- Business Manager
- President
- Vice President
- Financial Secretary
- Treasurer
- Recording / Corresponding Secretary
- Trustees (3)
- Auditors (3)
- Conductor
- Guards

The Officers who are elected will serve for a term of three (3) years.

Pursuant to Article II, Section 5 of the Local 94 Bylaws, the Business Manager, President, Vice President, Recording/Corresponding Secretary, Financial Secretary, and Treasurer, shall be designated delegates to the IUOE Convention by virtue of their Local 94 elective office. Local 94 delegates to the IUOE General Convention in 2018, will be electing IUOE officers for a term of five (5) years.

Elected officers of Local 94 may hold more than one (1) elected position concurrently.

DATE, TIME AND PLACE OF THE NOMINATIONS MEETINGS

Date: Wednesday, May 11, 2016 – General Membership Meetings

Time: 8:30AM – 9:00AM; 2:00PM–3:00PM, 5:00PM–6:00PM

At each meeting, nominations shall be made from the floor. All nominations must be made and be seconded by a member in good standing.

Place: Hotel Trades Council
305 West 44th Street, Mezzanine Floor
New York, New York (NW corner of 8th Avenue).

In the event there is opposition for any Office position, and it is necessary to have an election, a secret ballot election will be conducted by machine ballot on Wednesday, August 10, 2016. If this is necessary, additional information will be forwarded to the general membership prior to August 10th.

INSTALLATION OF OFFICERS

DATE, TIME AND PLACE OF INSTALLATION OF OFFICERS

Date: Wednesday, September 14, 2016

Time: 5:00PM

Place: Hotel Trades Council
305 West 44th Street, Mezzanine Floor
New York, New York, (N.W. corner of 8th Avenue).

ELIGIBILITY REQUIREMENTS TO RUN FOR OFFICE:

Pursuant to Article II, Section 2 of the Local 94 Bylaws, a member must have been in continuous good standing for a period of one (1) year preceding the month of the nominations meeting. Pursuant to Article II, Section 2 of the Local 94 Bylaws a member must accept his/her nomination in writing within ten (10) days after being notified of his/her nomination.

In addition, a candidate shall have been in regular attendance at all regularly scheduled Local Union membership meetings held after the nominations and before the elections, subject however, to a reasonable excuse based upon good cause such as incapacity or death in the family.

Article II, Section 2 of the Local 94 Bylaws, also mandates that due to the heavy responsibilities of the Business Manager, to be eligible to run for Business Manager, a member must have been in continuous good standing for a period of two (2) years preceding the month of the nominations meeting.

Any member who pays his/her dues by check off (payroll deduction), will not be denied the right to run for office or to vote in the election for reason of non-payment of dues, if the member’s employer has failed to deduct and/or remit the dues payments to Local 94.

Any member who is not on check off and pays his/her dues directly to Local 94 is responsible for maintaining his/her own good standing.

ELIGIBILITY TO VOTE

A member must have been in good standing on the date of the election to be eligible to vote. Pursuant to Article VI, Section 5 of the Local 94 Bylaws, a member is in good standing if he/she has paid all dues, fines, and assessments to the Local 94 within thirty (30) days after such amounts shall become due and payable to Local 94.

WINNERS OF THE ELECTION

Pursuant to Article II, Section 4 of the Local 94 Bylaws, to win the election a candidate must receive a plurality of the vote. However, in the case of the positions of Trustee and Auditor, the three (3) candidates receiving the highest number of votes for those positions shall be elected.

Please read all of the above information carefully and if you have any questions, feel free to contact me @ 212-331-1836.

Fraternally,

Kuba J. Brown
KJB/jd
Local 94 2016 Calendar

**WEDNESDAY, APRIL 13**
*General Membership Meeting*
8:30 am, 2 pm, 5 pm. Hotel Trades Council Auditorium, 305 West 44th Street.

**MONDAY, MAY 9**
*Spring Golf Outing*
La Tourette or South Shore Golf Courses, Staten Island. Sign-in 7:15am, Shotgun start 8 am. For more information call Jack Redden (212) 245-7935, Mike Gadaleta, or Ray Macco (212) 331-1800.

**WEDNESDAY, MAY 11**
*General Membership Meeting/ Nomination of Local 94 Officers*
8:30 am, 2 pm, 5 pm. Nominations for all IUOE Local 94-94A-94B Officers will be made and seconded at each scheduled meeting. Hotel Trades Council Auditorium, 305 West 44th Street.

**THURSDAY, MAY 19**
*Local 94 Retirement Seminar*
4pm. The retirement seminar will focus on those members who plan to retire within the next two years. Members are encouraged to attend, and members’ spouses are welcome; Hotel Trades Council Auditorium, 305 West 44th Street; for more information contact Joan DiMarco (212) 331-1836.

**WEDNESDAY, JUNE 1**
*New Members Meeting*
Meeting begins promptly at 4 pm. Hotel Trades Council Auditorium, 305 W 44th Street.

**WEDNESDAY, JUNE 8**
*General Membership Meeting/ Service Awards Ceremony*
8:30 am, 2 pm, 5 pm. Hotel Trades Council Auditorium, 305 West 44th Street.

**SATURDAY, JULY 23**
*Local 94 Scholarship Fund Family Picnic*  
(Please note new date and venue)  
The Local 94 Scholarship Fund Family Picnic will be held on Saturday, July 23, at the Fountain Springs Country Club, 234 Conklin Road, Ringwood, New Jersey. For tickets call Kelly Drummond at (212) 331-1800.

**FRIDAY, SEPTEMBER 9**
*9/11 Memorial Mass*
Local 94 will honor our fallen brothers and all who lost their lives during the September 11th attacks with a Memorial Mass 10 a.m., St. Malachy’s R.C. Church, 239 West 49th Street.

**WEDNESDAY, SEPTEMBER 14**
*General Membership Meeting/ Installation of Local 94 Officers*
8:30 am, 2 pm, 5 pm. Officers will be formally installed at the 5 pm meeting; Hotel Trades Council Auditorium Hotel Trades Council Auditorium, 305 West 44th Street.

**WEDNESDAY, OCTOBER 3**
*Fall Golf Outing*
Split Rock Golf Course, Bronx. Contact: Thomashart@local94.com; or KellyDrummond@local94.com.

**WEDNESDAY, OCTOBER 5**
*New Members Meeting*
Meeting begins promptly at 4 pm. Hotel Trades Council Auditorium, 305 W 44th Street.

**WEDNESDAY, OCTOBER 12**
*General Membership Meeting*
8:30 am, 2 pm, 5 pm. Hotel Trades Council Auditorium, 305 West 44th Street.

**WEDNESDAY, NOVEMBER 9**
*General Membership Meeting*
8:30 am, 2 pm, 5 pm. Hotel Trades Council Auditorium, 305 West 44th Street.

**WEDNESDAY, DECEMBER 14**
*General Membership Meeting/ Toy and Coat Drive*
8:30 am, 2 pm, 5 pm. Members are urged to bring a new toy and or new or ”gently worn” coat to be distributed to local charities and community organizations; Hotel Trades Council Auditorium, 305 West 44th Street.

Be sure to visit the Local 94 website at www.local94.com for updates