



THE CUTTING EDGE

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NEWSLETTER

Fired Up! And Fighting Back!

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Raymond Macco

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Jack Redden

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Business Manager's Report

In a Fight for Our Future; We Carry Our Message to City Hall & Beyond

Brothers and Sisters,

As you know I have grave concerns over the expansion of Right to Work laws and other attacks on organized labor and workers in general. Based on the actions of President Trump and the anti-union Congress I brought my message to City Council Member I. Daneek Miller, Chairperson of the Civil Service and Labor Committee. As a result of that meeting I was invited to testify before his committee on April 19.

I want to express my thanks and gratitude to the many Local 94 members who filled the steps of City Hall that morning to show their commitment to our union and the efforts being made by Councilmember Miller and his committee. I have never been more proud!

Here is my testimony:

Good morning Chairperson Miller and members of the Committee. For those who I haven't met, my name is Kuba Brown and I am the Business Manager of the International Union of Operating Engineers Local 94-94A-94B. I want to thank you for this opportunity to speak to you on behalf of the more than 6,000 men and women I represent in IUOE Local 94, as well as all working men and women – union and non-union alike.

The members of our union operate the most sophisticated commercial and residential buildings in the world. We also operate power plants and work in hotel engine rooms as well New York City public schools. Through collective bargaining they have guaranteed wages, vacations and holidays, have a defined benefit pension plan, health insurance, and an employer funded training fund.

In addition, our union has been able to create annuity and sick funds, as well as a college scholarship fund for our members. Just as importantly, our business agents are available to represent

'If Right to Work becomes the law of the land it will not only be the death knell for unions, but for the middle class. The numbers don't lie.'

our members anytime a dispute arises with management.

We have been able to develop and grow these programs and provide representation because of the dues our members pay to their union. Dues are the lifeblood of organized labor. And right now unions all across the country are seeing their ability to collect dues disappear.

Having it taken away by the devilishly mis-named "Right to Work" laws. The reality is they should be named Theft of Services laws. Under Right to Work, members are "free" to refuse to pay dues, fair-share, or agency fees but may not be denied any of the rights and protections enjoyed by all other union members.

There are already 28 Right to Work states. The six most recent added since 2011 when Wisconsin Governor Scott Walker with the support of his legislature used a budget amendment to destroy the teachers and other public employee unions.

Even as we watched each of those states turn on their unions, we convinced ourselves "well, it can't happen in New York."

I'm sure the union workers in Michigan, Indiana and West Virginia all once strong union states thought the same thing until it happened and their union brothers and sisters in those states stopped paying their dues.

I admit Right to Work would be a very hard sell in New York. However, in November the New York ballot will include a referendum calling for a Constitutional Convention. If approved who knows if Right to Work or other anti-labor positions will be discussed.

What concerns me right now is that anti-labor forces backed by the Koch brothers are now pushing national Right to Work legislation in Congress. That bill now has more than 20 co-sponsors.

If Right to Work becomes the law of the land it will not only be the death knell for unions, but for the middle class. The numbers don't lie. Let's start in Wisconsin: according to a University of Michigan study since 2011 total teacher compensation in Wisconsin has dropped 8% or \$6,500, and according to the federal Bureau of Labor Statistics the percentage of union members in the state has dropped from 15.2 in 2009 to 8.1 in 2016.

Nationally, 10.7 percent of the workforce or 14.6 million workers were represented by unions. By contrast, in 1983 when the BLS conducted its first count, 20.1 percent of American workers or 17.7 million men and women were union workers.

If anyone isn't convinced a union card matters, according to that same BLS report weekly earnings of nonunion workers was \$802, or 80-percent of those in unions whose average weekly earnings were \$1,004. Those are only the wage earnings and do not include the health and welfare, pension, sick days, vacations, union representation and other benefits.

So in November, families including many life-long union families frustrated by having to work for lower wages, if they found work at all, voted Donald Trump who promised to fight for the American worker and "Make America Great Again!"

It may be great for the billionaire in his



Business Manager Kuba Brown preparing to testify at City Hall.

cabinet and the Koch Brothers. For the workers not so much.

Along with its Right to Work legislation Congress has quietly voted to nullify two of President Obama's labor regulations: the Fair Pay and Safe Workplace Rule, which requires federal contractors and subcontractors to disclose any labor law violations that occurred during the previous three years; and the OSHA regulation requiring employers to maintain accurate injury and illness records

While President Trump promised a "Yugh" trillion dollar infrastructure program, in recent days he has made the plan contingent on health care and tax reform; he even talked about public-private partnerships and changes to the Davis-Bacon Act which insures workers on these projects are paid the

prevailing wage.

His appointment of Neil Gorsuch to the Supreme Court will almost certainly lead to a rehearing of Friedrichs vs California Teachers Association which would permit public employees to stop paying union dues or agency fees.

As we used to say when I was growing up in Brooklyn "talk is cheap." And what is happening in Washington right now is putting the future of the middle class and this great country in jeopardy.

Thank you for this opportunity to speak out here today.



Tom Hart

Engineers at Rudin Management Take a “Nantum” Into Greater Efficiencies

Thanks to a new system Local 94 engineers working for Rudin Management have the ability to monitor in real-time nearly every aspect of the buildings operation. Yet, it is so much more than a run of the mill BMS. What sets this apart is its ability to guide engineers on how to best utilize BMS and non-BMS information to operate more efficiently.

Called Nantum the system was developed by Prescriptive Data a company launched with the help of a multimillion dollar investment by the Rudin family.

In development for nearly seven years the latest version of system was launched last June and is now operating live 15 of Rudin’s commercial properties and two of their Hi-Rise rental buildings. Operating as a “brain,” for the building, Nantum collects, remembers and learns from the ingested data ; steam, water, electricity, cooling, elevators, occupancy, as well as outside temperature, humidity, and other data that will calculate based on learned building performance, and recommend to the engineers the optimum time to start the building in the morning and make adjustments throughout the day.

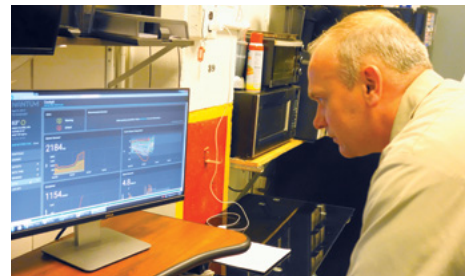
Changing building operations

“This system has changed the way engineers approach comfort control and building operation,” explained Gene Boniberger, Senior Vice President Operations for Rudin Management. “Because of the level of situational awareness that Nantum provides, our building engineers understand the minimum time to cool down or warm up their building so that temperature targets are attained at the time specified in the leases with (but not before) as well as tracking important metrics to improve performance throughout the day.”

By constantly tracking and updating that critical information appropriate adjustments can be made. “If you can reduce pre-start time in two million square feet building; effectively



Above, Edward Pekarik, Chief Engineer at One Battery Park Plaza monitors the Nantum Terminal. Right, Steven Warszawiak, Assistant Chief of 345 Park Ave., viewing the Nantum “Cockpit.”



shortening the operational day by 45 minutes, on average, it will save thousands of dollars on a daily basis,” said Boniberger.

The Nantum system traces its roots to a smart grid demonstration project conducted by Con Edison in 2009. “After the blackout of 2003, Con Edison realized they had a 45 second warning of an impending event. They wanted to know helpful it would be to us to have that warning,” Boniberger recalled. “Of course having that machine to machine lightspeed notice, would allow us to program elevators to react to that signal, park at the closest floor and open doors to let people out. No one would be trapped in the elevators.”

“We are always finding new ways to improve performance and adding new features to the system.”

Those early conversations led to the development of a partnership involving Con Edison, Columbia University School for Computational and Machine Learning.

Eventually Rudin started their own software development company Prescriptive Data, which has developed the product called Nantum. Built as true operating systems with the ability host all types of building related applications (Apps) Nantum is unique in that it was designed by Rudin’s operating engineers and Operations team. It is a system built by people who operate buildings, for people who operate buildings.

Nearly a year after its rollout Boniberger noted that for all the benefits already reaped, the system is still in its beginning stages. “We are always finding new ways to improve performance and adding new features to the system,” said Boniberger. “You also need to have to qualified people to operate it. We are fortunate because we are working with Local 94 members, the best engineer crews in the world.”



Mike Gadaleta

With Support of Family & Management Engineer Answers a Call to Serve

Coming out of high school Joseph Tangredi wanted to do something to serve his country. “I always wanted to contribute, on my job or helping people,” Tangredi explained. “I was on the fence about joining the National Guard after September 11th, but I decided not to go.”

Married with three children and working as a Local 94 engineer at the New York Times Building on Eighth Avenue, the 30 year-old Tangredi, decided in 2015 it was time to answer that call to service. “As you get older and you look around you realize how great this country is. I knew I needed to give something back,” explained Tangredi.

After sitting down with his wife and discussing his plan, “She was totally supportive,” said Tangredi, and with that he was off to meet with the recruiter from the National Guard.

The reaction in the engineering rooms was a bit different. Some guys said ‘It’s great that he wants to serve, but at this stage of his life, I don’t know,’ said one. “Crazy,” said another.

Tangredi, who works the swing shift at the New York Times building, also had to meet with his chief Paul Massa and Forest City management. “It was a totally new situation. I don’t believe there was anyone else in the company who had done this before,” Tangredi recalled.

Massa, who has been with Forest City since 1990, confessed it was the first time he was faced with the situation. “We had to go through company channels, but everyone was fine with it,” he said.

With approvals all around and determined to serve, Tangredi met with the recruiter and signed a six year commitment. “I opted to join the infantry. I thought it would be more physically challenging,” he explained.

That commitment began with 14 weeks



Above, (L to R) Front Row: Ariel Ventura, Jack Lombardi, Joseph Tangredi, Guido Tamayo Jr., Frenki Verbanac, Anthony Correa. Back Row: Charles Taylor, Kevin Weir, Paul Massa, Kevin Hines, Kevin Rogers.

Left, Tangredi (Center) meets to review schedule with Chief Paul Massa and Ass’t Chief Frenki Verbanac.

of basic and advanced infantry training at Fort Benning, Georgia. Going forward he must report for duty one weekend each month and two weeks each summer.

“For us it’s a matter of juggling schedules,” said Massa. “The burden is really on him.”

Now attached to the 10th Mountain Division, he will be spending two weeks this summer training at Fort Drum in upstate New

York. With a reputation as the finest mountain fighters in the US Army, the 10th Mountain has already been deployed to both Iraq and Afghanistan.

Tangredi and his wife were also aware of a full deployment possibility. “When I went into this we assumed I would be deployed.

“Who knows?” said Tangredi. “I have a six year contract. We will see what happens.”



Ray Macco

Local 94 Crew Rises to Renovation Challenge at Citigroup Headquarters

Not long after Citigroup purchased adjoining Tribeca buildings, at 388-390 Greenwich Street in 2015 the company announced a five-year, multi-million dollar renovation plan to transform the buildings into its Global Headquarters while improving sustainability to LEED Platinum recognition.

All the while Citi is keeping the buildings open for business throughout the estimated five year project.

So even as the more than 250 construction workers are enclosing the buildings in glass, or tearing down walls, moving power lines, painting, plastering, and installing equipment working on the plaza atrium which will connect the buildings, the Local 94 team ensures the comfort of tenants and visitors.

Kieran Egan is the chief engineer for both the 40-story tower at 388 Greenwich and its ten-story companion at 390. He heads a team of more than 30 Local 94 assistant chiefs, lead engineers, operating engineers, mechanics and helpers have kept the project moving.

Eco-friendly improvements

Egan has come to rely on his Assistant Chiefs Joseph Primiano, Gerry Haub, and Thomas Mazza and the rest of the Local 94 team: Lead Engineers William Svihra, James Corr, Dennis Dougherty, Erik Anderson; Operating Engineers Angelo Mammalello, Tyrone Swift, Andy Dunlea, Nicholas Kazymirczuk, Dennis Cervantes, Mohan Persaud, Daniel Twohig, Joseph Healey, James Magennis, Jack Navarro; Mechanics Kevin O'Callaghan, Philip Noto; and Helpers Anothony Perricone, Richard Levantino, Lake Paray, William Kennedy, Chris Hendry, Matt MacSaveny, Rajiv Paray, Matthew Mari, Matthew Laghezza, Reilly Sullivan, and Joseph Turpin.

Along with working with and around the construction crews, the Local 94 team must also ensure the proper installation and eventual



Above, Chief Kieran Egan (l) with less than half of the 31 member crew. Artists rendering of new glass-clad Citigroup Headquarters in Tribeca.



operation of the new equipment which will help them reach their goal of LEED Platinum. Those eco-friendly improvements include:

- Cogeneration plant to produce electricity and heat
- Free cooling provided by 11 glycol ice tanks, which peak at around 1,300 tons
- New absorbers, chillers and 10 uninterrupted power systems
- Direct Outside Air Systems (DOAS) and Demand Ventilation Control Monitoring
- LED lighting with sensor controls
- Water control and recycling system

"It's hard to keep tabs on the all different projects that are going on. We do have daily meetings, bi-weekly meetings with the

construction supervisors. Most days we have meetings at 7 am and 3 pm," said Egan. "One of the difficulties is trying to keep construction from affecting the Citi Bank employees and clients."

Yet, even with all those meetings things can happen. "There have been times when the construction crew would look to rip down a wall, and we'd have to intervene 'No! There are heat risers back there,'" said Egan describing a close call.

There have also been long hours and shut downs for major installation projects over the long holiday weekends. While it hasn't been easy, the crew has risen to every task.

"This is not for the faint of heart," noted Haub, the assistant chief at 390 Greenwich. "Even as the new equipment is coming and the crew is trying to acquaint themselves with new systems, they are still responsible for keeping the existing equipment running efficiently. It's a challenge. But again, we have no choice."



Jack Redden

Dedication, Teamwork Bring Appreciation & Recognition at New Dorp High School

It's been 35 years since the first bell sounded at the "new" New Dorp High School on Staten Island. Yet, to walk around the building and its sprawling campus just north of Miller Field, you would think the building had first opened its doors in September.

According to principal Deirdre DeAngelis, it is a testament to the school's dedicated custodial staff. "They truly make us shine. That is not a cliché. They are always painting, polishing, and cleaning the corridors. No matter what we need, they never say no," said DeAngelis.

Under the supervision of custodian Rob Cappello the 14 member crew of maintenance workers and janitors are Local 94 firemen Donald Geisler, Joe Canetta, Lou DiMaggio and Danny Martinez. It is their primary responsibility to ensure the comfort of everyone inside the 375,000 square-foot building.

"That is our biggest challenge, keeping everyone comfortable," explained Geisler who has worked at the school since 1985. Geisler, a 1976 New Dorp graduate was the single-wing fullback on the team that played and lost to Thomas Jefferson in the 1975 PSAL championship.

Today Geisler and the Local 94 firemen spend most of their time in the oversized boiler and engine rooms maintaining and adjusting the boilers, absorption unit, air compressors and pneumatics to ensure maximum performance and comfort.

"They actually have the hardest job in the school," said DeAngelis. "There are some sides of the school where it will always be colder and others where it can always get too hot. They do it operating a system so antiquated they literally have to manage everything by hand."

According to Cappello creating that comfort in winter begins at 4 am when Canetta reports to work to start the four boilers.



Above, New Dorp High School entrance. Left (L to R) Lou DiMaggio, Joe Canetta, Donald Geisler and Danny Martinez.

"They actually have the hardest job in the school,"
— Principal Deirdre DeAngelis

"Nobody knows what goes on behind the scenes," said Cappello. "It takes two hours before you open the doors just to get a building like this going."

That work doesn't include the painting, cleaning, polishing, and waxing inside the building, as well as maintaining the football and baseball fields, the parking lot and the well-manicured grounds. "We just re-finished the gym floor and removed and replaced eight classrooms with new furniture," said Cappello. "And, don't even ask about painting the fields. We've gone through 1,000 cans of lyme paint this year alone!"

All of it is recognized and appreciated. "Have you ever heard of a school where the principal makes chicken soup for everyone when we're doing snow removal," Geisler asked.

"It's true," DeAngelis confessed. "I put on two pots when the forecast calls for snow."

The appreciation goes well beyond the soup. Each year the students host a sit-down dinner for the entire crew. "The dinner in some small way shows the level of respect and appreciation for work they do for us every day," explained DeAngelis. "They are part of the New Dorp family."



Kelly Drummond

Knowing and Maintaining the Code of Conduct is also Part of Your Job

On the day you were sworn-in as a member of IUOE Local 94 you made a commitment not only to the union, but to your brothers and sisters of Local 94. As part of your initiation oath you promised to: “never wrong a brother or sister Engineer if it is in my power to prevent it. To all of which I pledge my sacred honor as an individual and an Engineer.”

Of course, simply treating your co-workers and others the way you would like to be treated is a good common sense way to keep that promise, many worksites also lay out more specific rules known as a Code of Conduct.

More specifically, a Code of Conduct is a set of rules outlining the social norms, rules and responsibilities of, or proper practices for an individual who is part of an organization. These rules or Code of Conduct lay out an organizations expectations and guiding principles for appropriate workplace behavior. A code of conduct policy should:

- Be designed with consideration to the organization’s values

- Be driven by the fact that those values, reputation and work environment are based on the actions and behaviors of the employees

- Provide guidelines for acceptable behavior

- Emphasize use of good judgement

- Require compliance with all applicable rules

- Provide examples of prohibited actions or behavior that are regarded as misconduct (it may specify consequences of violations), but must add these are examples only and not all inclusive

- Refer to other related policies (for example: handling of confidential

- information, harassment, conflict of interest)

These are just a few of the most obvious guidelines for a code of conduct. Not specifically mentioned within that code of conduct is workplace bullying.

Workplace Bullying has reached such levels there is now a website www.workplace-bullying.org devoted to the subject.

Defined as repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators, it is **abusive conduct** that is:

- Threatening, humiliating, or intimidating, or

- Work interference — sabotage — which prevents work from getting done, or

- Verbal abuse

If you see or encounter someone who is a victim of this type of workplace abuse, or any similar misbehavior, remember your oath. Don’t be silent. Take action.

If you are unsure or uncomfortable about your concerns contact your Business Representative.



“Never wrong a brother or sister Engineer if it is in my power to prevent it. To all of which I pledge my sacred honor as an individual and an Engineer.”

—From the initiation oath taken by Local 94 members



Howard Styles

David Hawkins Appointed Assistant Director of Local 94 Training Center

When Bobby Fantine announced his retirement earlier this year, Business Manager Kuba Brown and Training Co-Director Howard Styles knew they would have to find someone special to fill the shoes of the popular and knowledgeable Fantine. Fortunately for them, and Local 94, David Hawkins was teaching just down the Training Center hall.

Brown was instrumental in providing Hawkins with the opportunity to play a larger role in the Local 94 family. Having taken advantage of the center’s programs to attain Chief Engineer status, Hawkins gave back by teaching the refrigeration Unit 3 course for the past seven years. Hawkins appreciation for the center was so strong he penned a first-person story on his journey for the newsletter in 2012.

Life Changing Classes

In that story Hawkins spoke of how his Chief Engineer course instructor Dominic Kang, “not only had the technical knowledge... (he) helped explain the diverse subject matters that come up in a Chief’s daily business.

“Those classes were life changers for me and I highly encourage all those who want to further their career and make a difference in our industry,” Hawkins wrote.

Now it will be Hawkins, working alongside Howard Styles, who will now oversee the development of new members. “Honestly, I can’t really believe I will be working with Howard. He was one of my early instructors. It was Howard who turned me on to teaching,” said Hawkins.

Styles in fact, was so confident in Hawkins ability to teach, he set him up with the once-a-week package unit class he still teaches to this day. “To tell you the truth that first Unit 3 class didn’t work out so well, I was in the front of the room talking, but I could see I wasn’t getting through. I wanted to quit,” confessed Hawkins.



Newly appointed Assistant Training Director David Hawkins at his new desk.

“I’ve been in this union for 25 years, and I would never have imagined I would be sitting in the office and working with the man who was my mentor.”

“It made me realize I had to be better prepared...”

“It all turned around when someone in the class raised his hand and said ‘I don’t understand what you’re saying,’ and everyone else in the room was nodding in agreement. It made me realize I had to be better prepared; and, I had to be sure the people in the class were paying attention,” said Hawkins. “It was the turning point for me.”

With Styles serving as a mentor, Hawkins expanded his teaching commitment to include the Package Unit course.

A chief for the past 10 years, Hawkins was instrumental earning the recently awarded LEED Gold recognition for the Lipstick building. Coincidentally the award

was announced at the same time Fantine announced his retirement.

Hawkins saw it was as opportunity and he applied for the opening at the Training Center.

“I was very happy as a chief, but when Bobby left, it provided me with this new opportunity. I talked it with my wife and I decided to make the move,” Hawkins explained. “To me I can think of nothing better or having more prestige than teaching the members of Local 94.”

“I’ve been in this union for 25 years, and I would never have imagined I would be sitting in the office and working with the man who was my mentor.”

Hawkins was officially appointed Assistant Director of the Training Center on March 6.

Local 94's Scholarship Honorees



Jack Finnegan



Katherine Parise



Jaclyn Perhati



Dawson Zembricki



Kendall Magennis



Evan Moravansky



Stephanie Ann Morley



John Noce



Juliana Cialdella



Gerald Hamilton

Jack Finnegan

Jack is the son of John (Jay) Finnegan who works as an Engineering Manager for Able Engineering Services at their property located at 708 Third Avenue. He has been a member of Local 94 since January 1979.

While attending Pleasantville High School in Pleasantville, NY, Jack was Student Council Class Vice President for four year. He was inducted into the National Honor Society, the Science National Honor Society and is an AP Scholar. He was member of PHS Link Crew, which mentors incoming students to the High School.

Jack was also involved in his community and church. He was a member of the Holy Innocents Youth Group. He participated in many breakfast runs to NYC for the homeless and volunteered at a teenage residential treatment center.

Jack is attending Villanova University studying Engineering and Business.

Katherine Parise

Katherine is the daughter of Joseph Parise, Jr. who works as an Engineer for Murray Hill Properties at their property located at 850 Third Avenue, NYC. He has been a member of Local 94 since March 1991.

While attending Pine Bush High School in Pine Bush NY, she was a member of the National Honor Society. She was a member of the Newspaper Club, and the Vice President of the Science Club. She was president of her freshman and sophomore class. She was student president of the Athletic Training Fund and an AP Scholar with Honors.

In her community she was a peer tutor, she

volunteered for Relay for Life and worked in a soup kitchen.

Katherine is currently attending Dickinson College but has not yet decided on her major. She plans to join the Peace Corp after graduation.

Jaclyn Perhati

Jaclyn is the daughter of Eduard Perhati who works as a Chief Engineer for CBRE at their property located at 811 Tenth Avenue, NYC. He has been a member of Local 94 since June 2001.

While attending Cresskill High School of New Jersey, Jaclyn was President of the Italian and National Honor Societies.

Jaclyn was also involved with the volunteer program at Englewood Hospital where she attended sessions that involved working with nurses, patients and doctors. She was responsible for transporting samples, medications and patients who were postoperative to the proper department.

Jaclyn is attending Fordham University at Rose Hill where she is majoring in Biological Sciences and a minor in Business Administration. She will follow the Pre-Health track in order to attain the knowledge and skills required to become a dentist.

Dawson Zembricki

Dawson is the son of John Zembricki who works as an Engineer for George Comfort and Sons at the property located at 235 East 43rd Street, NYC. He has been a member of Local 94 since January 1993.

While attending Raritan High School in Hazlet, New Jersey, Dawson was a

member of the PALS program (Peers Assistant Leadership) helping students inside and outside of school. He was an active member of Global Communication Club broadcaster. He earned awards for TSA (Technology Student Association); a Poetry Anthology; and the New Jersey 5 day film challenge.

Outside of school, he volunteered for RAINE foundation (Reaching All In Need Everyday.)

Dawson is in the Honors Program at Brookdale Community College for computer programming and will then transfer to the New Jersey Institute of Technology University to pursue a Bachelor's Degree in Computer Science.

Kendall Magennis

Kendall is the daughter of James Magennis who works as an Engineer for Cushman & Wakefield at their property located at 388 Greenwich Street, NYC. He has been a member of Local 94 since October 2012.

While attending Ramsey High School in Ramsey, New Jersey Kendall she was a member of the National Honor Society, and the World Language Honor Society. She is also the recipient of the Loyola University of Maryland Presidential Scholarship. She was a member of the French Club and part of student government. During her junior and senior years she participated in a community service trek through Ecuador and the Galapagos Islands assisting in the construction of a community building for a small village

Kendall is attending Loyola University. She has not determined what her major will be, but is leaning toward business with an interest in finance.

Evan Moravansky

Evan is the son of Edward Moravansky who works as an Assistant Chief for StuyTown Properties at their Stuyvesant Town property. He has been a member of Local 94 since November 1988.

While attending Suffern High School in Suffern, NY Evan was a member of the robotics team and the treasurer of the DECA Business Club where he won a series of regional competitions. As a senior Evan was presented with the English Achievement Award and was also recognized by the school for his mastery of the sciences.

Outside of school, he volunteered at Sacred Heart Church and at a retirement home. He received the Triple Suffern Mountie Award for the years 2012 – 2014 and the American Legion Award.

Evan is attending Harpur College at Binghamton University and plans to pursue a career in Astrophysics.

Stephanie Ann Morley

Stephanie is the daughter of Stephen Morley who works as an Assistant Chief for Four Times Square Associates at their property located at 4 Times Square, NYC. He has been a member of Local 94 since July of 1993.

While attending Carmel High School in Carmel, NY, Stephanie was a member of the National Honor Society and the Foreign Language National Honor Society; and served as President for the 2016 senior class. Stephanie received the Scholar Athlete Team Award from the Varsity Gymnastic team and the Varsity Volleyball team. She also played the flute in the school concert band.

Outside of school, she was a volunteer assistant for the Arts on the Lake in Kent, NY; and volunteered at the Putnam Humane Society.

Stephanie is attending the University of Massachusetts-Amherst where she is pursuing a degree in Engineering.

John Noce

John is the son of John Noce, Jr. who works as an Engineer for SL Green at their property located at 919 Third Avenue, NYC. He has been a member of Local 94 since January 1988.

While attending John F. Kennedy High School in Somers, NY he was a member of the Student Council and the National Honor Society. He played varsity basketball and received the Thomas Schwann Memorial Award which honors a senior athlete who embodies characteristics of leadership and humility.

Outside of school, he teaches in his parish's religious education program. He ran a basketball clinic for 5-7 year old children at Saint Lawrence O'Toole parish. He helped build living structures for the underprivileged in Scranton, PA.

John is attending Franciscan University of Steubenville where he is majoring in pre-physical therapy and minoring in exercise science.

Juliana Cialdella

Juliana is the daughter of Salvatore Cialdella who works as an Engineer for Brookfield Properties at their property located at 1 New York Plaza, NYC. He has been a member of Local 94 since January 2011.

While attending East Islip High School, Juliana was a member of the National Honor

Society. She was the representative of the Medical Academy at her school and a member of the symphony orchestra. She was also a member of the cross-country team.

Outside of school, she is an active member in her church. She is a member of the church choir and the youth group. She is also a member of the local ambulance youth squad and volunteers at the local hospital.

Juliana is attending Binghamton University where she is majoring in Integrated Neuroscience. Her ultimate goal is to become a surgeon.

Gerald Hamilton

Gerald is the son of Frederick Hamilton who works as an Assistant Chief Engineer for Vornado Realty Trust at their property located at 100 West 33rd Street, NYC. He has been a member of Local 94 since July of 1994.

While attending Carmel High School in Carmel, New York, Gerald was a member of the National Honor Society, and President of the Future Business Leaders of America. Under his leadership, his team received the Chapter of the Year award. He also placed first in the Impromptu Speaking event at the State Leadership Conference and also placed fifth in the Future Business Leaders competition. He was a member of The Cancer Awareness Club as well as their fundraising officer.

Outside of high school he was a Senior Counselor at the Rotary Youth Leadership Awards.

Gerald is attending Syracuse University. He will be studying Finance in the Whitman School of Management and eventually plans to obtain his MBA.

Scholarship Dinner Dance





Take the Call from Empire BlueCross BlueShield

What is the Complex Care Program?

Rather than go looking for help getting healthy or tackling a chronic illness, what if help came to you? That's the idea behind Empire BlueCross Blue Shields' Complex Care Program. Through the Program, authorized and trained representatives from Empire—Local 94's medical benefits partner—may call you at home to work with you to achieve better health. If you have a complex health condition, one that requires expensive treatment, or one that is considered high risk by Empire, Empire will call you to help you navigate the health care system.

The Complex Care Program can help you make important health choices and get the most out of your Health and Benefit Trust Fund medical benefits.

The Complex Care Program is FREE and CONFIDENTIAL. The purpose of the Program is simple—to assist you when you are tackling a chronic illness and/or a complex health condition. The Local 94 Health and Benefit Trust Fund is asking that you engage with Empire when you receive a call. Please don't ignore the call; Empire's trained representatives are calling for a reason and can assist you.

How to Use the Complex Care Program

Here's how the Program works:

You'll receive a call from Empire.
Typically, Empire will call from an "800"
number.

You and the Program representative will talk about the Complex Care Program so you can decide if you're interested in participating.



Later, you will speak with specialists from the Program about the health issues that affect you the most. You and the specialist will then create a plan that is tailored to you and your needs.

You'll receive more calls from the Program as you work towards achieving your health goals.

Other Helpful Empire Phone Programs

Empire has other programs that are available to you as well. These programs are also **FREE** and **CONFIDENTIAL**. If you receive a call about one of these Empire programs, please answer it. Empire BlueCross BlueShield is the Fund's partner on the road to better health. That's why you may get a call from time to time to share important health information.

Empire has programs to help you with health issues such as:

Losing weight

Quitting smoking

Preparing for surgery

Pregnancy—If you're expecting a baby, Empire has a program that can help you enjoy a healthier pregnancy.

Ready to Talk Now? You Can Give
Empire a Call, Too

You don't need to wait for Empire to call you. You can always call Empire to ask about their health programs and services. Just call the customer service number on your ID card, (800) 553-9603 or visit www.empire-blue.com.

If you have any questions or concerns about any of these programs you can always call the Fund Office at (212) 541-9880, or visit www.local94.com.

2016 & 2015 Financial Reports

INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL UNION 94, 94A, 94B - 2016 & 2015 FINANCIAL REPORTS

Our independent auditors, Schultheis & Panettieri, LLP, prepared the following financial statements. The first statement outlines the assets held by the Local Union, and the second statement presents the income and expense as they were incurred during the years 2016 and 2015.

Submitted By: Kelly Drummond, Treasurer

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL UNION 94, 94A, 94B COMBINED STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS - MODIFIED CASH BASIS DECEMBER 31, 2016 AND 2015			INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL UNION 94, 94A, 94B COMBINED STATEMENTS OF SUPPORT, REVENUE AND EXPENSES - MODIFIED CASH BASIS YEAR ENDED DECEMBER 31, 2016 (WITH COMPARATIVE TOTALS FOR 2015)				
ASSETS			2016				
	2016	2015	Unrestricted	Temporarily Restricted	Total	2015	
Current assets			Revenue and support				
Cash and cash equivalents	\$ 1,194,967	\$ 353,307	Members dues and assessments	\$ 5,646,854	\$ -	\$ 5,646,854	\$ 4,823,116
Investments - at fair value	2,979,325	3,308,683	Political action contributions		154,241	154,241	157,801
Receivables			Interest and dividends	83,236		83,236	83,772
Related organizations	44,592	-	Net appreciation in fair value of investments	15,267		15,267	(39,883)
Total current assets	4,218,884	3,661,990	Net assets released from: restrictions:			-	-
Property and equipment - net	240,742	281,652	Satisfaction of program restrictions	181,501	(181,501)	-	-
Other assets	7,956	2,455	Total revenue and support	5,926,858	(27,260)	5,899,598	5,024,806
Total assets	\$ 4,467,582	\$ 3,946,097					
LIABILITIES AND NET ASSETS			Expenses				
Current liabilities			Program services	4,483,159	-	4,483,159	4,277,341
Related Organizations	\$ -	\$ 26,162	Management and general	870,643	-	870,643	746,059
Notes payable - current portion	-	-	Total expenses	5,353,802	-	5,353,802	5,023,400
Deposits from applicants	-	100	Change in net assets	573,056	(27,260)	545,796	1,406,000
Other current liabilities	10,881	8,930	Net assets				
Total current liabilities	10,881	35,192	Beginning of year	3,681,897	229,008	3,910,905	3,909,499
Notes payable - long term portion	-	-	End of year	\$ 4,254,953	\$ 201,748	\$ 4,456,701	\$ 3,910,905
Total liabilities	10,881	35,192					
Net assets							
Unrestricted	4,254,953	3,681,897					
Temporarily restricted	201,748	229,008					
Total net assets	4,456,701	3,910,905					
Total liabilities and net assets	\$ 4,467,582	\$ 3,946,097					



IUOE Local 94, 94A, 94B
International Union of Operating Engineers
331-337 West 44th Street
New York, NY 10036

Local 94 2017 Calendar

THURSDAY, MAY 4, 2017

Retirement Seminar

4 to 7 PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, MAY 10, 2017

General Membership Meeting

8:30 AM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street.

MONDAY, MAY 15, 2017

Local 94 Spring Golf Outing

8 AM – South Shore and LaTourette Golf Courses, Staten Island. Contact: Jack Redden (212) 245-7935.

WEDNESDAY, JUNE 7, 2017

New Members Meeting

4PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, JUNE 14, 2017

General Membership Meeting

8:30 PM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street. Service Awards Ceremony will be conducted at 5 PM.

**NO MEETINGS SCHEDULED
IN JULY AND AUGUST**



SATURDAY, JULY 22, 2017

Local 94 Family Picnic

Fountain Springs Country Club, 234 Conklintown Road, Ringwood, New Jersey. Please note: No personal food, coolers, alcohol or other beverages will be permitted; No alcohol or smoking will be permitted in the pool area; All Tickets must be purchased in advance. No Tickets will be sold at the door.

For tickets please call Kelly Drummond (212) 331-1800.

MONDAY, SEPTEMBER 11, 2017

9/11 Memorial Mass

Local 94 will honor our fallen brothers and all who lost their lives in the September 11, 2001 attacks.

10:30 AM, St. Malachy's Church, 239 W. 49th Street.

**WEDNESDAY,
SEPTEMBER 13, 2017**

General Membership Meeting

8:30 AM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, OCTOBER 4, 2017

New Members Meeting

4PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, OCTOBER 11, 2017

General Membership Meeting

8:30 AM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, NOVEMBER 8, 2017

General Membership Meeting

8:30 AM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street.

WEDNESDAY, DECEMBER 13, 2017

General Membership Meeting

Holiday Toy and Coat Drive

Members are encouraged to bring a new toy or “gently worn” coat to be distributed to local charities – 8:30 AM, 2 PM, and 5 PM – Hotel Trades Council Auditorium, 305 West 44th Street.



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