



# THE CUTTING EDGE

Spring 2019 | Vol. 27, No. 1

NEWSLETTER

## WarnerMedia's New Home At 30 Hudson Yards

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Business Manager  
& Financial Secretary

**Thomas M. Hart**  
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**Kelly Drummond**  
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of Hotel & Club properties  
of New York City; New York City  
Public Schools

**Jack Redden**  
Guard/Business Representative  
of New York City Public Schools,  
Hotel and Club properties  
of New York City.

On the cover: With its glass-bottomed observation deck jutting out 1,100 feet above the sidewalks of New York 30 Hudson Yards is also the new home to WarnerMedia. Meet the Local 94 crew on page 6.



## Business Manager's Report

# Spring Arrives with Union Elections and a Healthcare Reality Check

*Brothers and Sisters,*

It seems like it was only yesterday, but in fact three years have passed and it's time once again to conduct our Local 94 elections. Nominations for officers will be accepted during each of the General Membership Meetings (8:30 AM, 2 and 5 PM) Wednesday, May 8 at the Hotel Trades Council Auditorium, 305 W. 44th Street.

A copy of the Notice of Elections appears on pages 14 and 15 of this newsletter. I urge everyone to attend. This is YOUR union make your voice heard.

As Bill Caramico and others here at Local 94 continually remind us, "unions all across our country continue to face new and increasing difficult challenges. Whether it be the Supreme Court's Janus decision on paying dues, to reducing or eliminating pension and healthcare."

The greatest challenge and highest obligation of a union is to deliver a labor agreement which ensures good wages, provides job protections, and health and pension plans to ensure a secure future for our members and our families.

It requires looking beyond the next pay raise for all of our members and our families.

During our recently completed commercial negotiations with the Realty Advisory Board (RAB) we faced those challenges head-on. The result was an agreement which was overwhelmingly ratified.

We are gratified by your support and confidence.

However, in order to reach that agreement

we had to make some difficult but necessary decisions concerning our healthcare program. Changes bring questions, and you deserve answers.

As in all contract negotiations, healthcare is a contentious subject, this year it was the most contentious in memory. In every contract, the Union's job of securing increases in the employer contribution rate while maintaining the current level of benefits has become increasingly difficult.

Four years ago the Funds' actuarial consultants projected the Commercial Health Fund to have approximately thirteen and a half months of reserves as of December 31, 2018. Through cost saving initiatives, the hard work of the Fund Office administration, and decisions made by the Trustees, the Fund was able to exceed those expectations. As of December 31, 2018 the Fund had approximately sixteen months of reserves.

However even with those reserves, the reality is, rising medical prices combined with governmental regulations have, and will continue to put a strain on the Local 94 Health Funds. Mental Health Parity, coverage for adult children, etc., although good for participants, have created additional expenses in the near and long term.

Due to increases in medical costs, the Trustees, Fund Office administration, and consultants have been evaluating the Commercial Fund's current copay structures, retiree premium levels, and prescription formulary changes as well as other items. This evaluation includes how these changes would strengthen the long term sustainability of the Health Fund.

**Notice of Elections**  
**Pages 14-15**



Kuba Brown called a special meeting at UFT headquarters last year to inform the membership a new contract was within reach. Along with the good news he cautioned that rising healthcare costs needed to be addressed.

*'The greatest challenge and highest obligation of a union is to deliver a labor agreement which ensures good wages, provides job protections, and health and pension plans.'*

Increases to retiree premiums are being considered because they have not changed since 2005. As you are well aware, medical inflation itself warrants changes to these premiums. To be frank, the Commercial Health Fund cannot continue to collect retiree premiums at levels which were first established in 2005. Another consideration is increasing the eligibility requirements for retiree benefits. Currently, participants can be eligible for retiree health benefits as early as age 55. This means the participant and his/her family could potentially be covered for ten years until Medicare becomes the primary insurer.

A pre-Medicare participant such as this costs the Fund approximately \$3,600 a month versus a Medicare retiree who costs

the Fund \$854 a month!

We are also focusing on prescription cost saving strategies. As you are aware, the Fund recently switched its Pharmacy Benefit Manager to generate millions of dollars in savings. Additionally as we have done in the past, we will continue to implement strategies that will increase the utilization of generic prescription versus brand prescriptions. In many cases, the cheaper generic prescription is a clinically appropriate alternative to the more expensive, recognizable brand prescription.

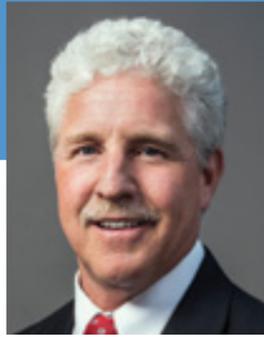
The Fund is also looking to offer incentives to drive where care is received by participants. In the Health Fund Administrator's report in this newsletter (see page 16), Kathy

Fisler details the price differences between primary care, urgent care, and the emergency room. Typically, your primary care (doctor's office) is your best and least expensive option. Obviously, it's important to go to the emergency room and urgent care facilities when you have that emergency, but unnecessary emergency room visits costs the Fund a lot of money.

In conclusion, I want to emphasize the need to continue to be forward looking for the long term sustainability of the Local 94 Health Funds. By making certain modifications, we can position our Funds to continue to provide expansive benefits that most others do not have. I appreciate your consideration and patience on past strategies and future strategies moving forward.

*In Solidarity,*

**Kuba J. Brown**  
Business Manager and  
Financial Secretary



Ray Macco

## Lessons of Sandy, Inspire and Energize Brookfield's Crew at One New York Plaza

With its majestic exterior, A-list tenants, an underground food court/mini mall and spectacular views of the harbor, One New York Plaza is a Lower Manhattan gem. Yet, for all of its splendor the building and the tenants were helpless when Superstorm Sandy landed in October 2012.

Despite the pre-storm preparations of the Local 94 crew they were powerless against the forces of nature. The 2.6 million square foot building was inoperable.

Within a matter of hours the storm surge gushed an estimated 25 million gallons of water into the building. Left behind were a useless Central Chiller Plant, Generator Fuel Systems, Mechanical Systems, Life Safety Systems, and the Lower House Electrical Infrastructure.

As home to the international law firm of Fried, Frank, Harris, Schriver & Jacobson and financial giant Morgan Stanley, and dozens of other tenants, a lengthy shutdown was out of the question. The Local 94 crew knew what needed to be done and they were all-in.

Chief Joe Albanese, who was Assistant Chief Engineer when the storm hit, speaks with pride of the crew's response and commitment to re-opening the building. "Due to Brookfield's quick and strategic thinking and thousands of hours from the Management and Engineering teams, they had the building up and running in three weeks," Albanese recalled. "It wasn't perfect, and there was still a lot of work to be done, but we were able to give the tenants what they needed to get back to their desks."

Looking back, he has some added perspective of their challenge. "Actually, it probably took 10 years off our lives," he said. "But it was a great experience."

That experience and commitment is as strong today as it was more than six years ago. Appointed Chief three years ago, Albanese and his Local 94 team of Assistant



(L to R) Chris DiMeglio, Dan Ratigan, Carlito Figueroa, Sal Cialdella, Danny Hernandez, Assistant Chief Phil Cimilluca, Kevin Oefelein, Chief Engineer Joe Albanese, Tom Gumiela, Brian Hughes, Joe Cassidy, Demir Kozi. Below, Below, Water Street entrance to lower level mini-mall.



Chief Phil Cimilluca; Engineers: Demir Kozi, Brian Hughes, Chris DiMeglio, Sal Cialdella, Joe Monegro, Joe Cassidy, Dan Ratigan, Phil Procopio; Mechanics Kevin Oefelein, Tom Gumiela; and Apprentices Carlito Figueroa, Danny Hernandez, Josh Pinsker, and Robert Peplinski, continue that same dedication to the building's day-to-day operations.

Among the immediate responses to the storm was to move the electrical systems to the elevated lobby; the control panels were updated and a new BMS has been installed. In addition, an external flood barrier system

has been purchased which will certainly prove more effective than the sandbags used during Sandy.

Albanese arrived at One New York Plaza in 2005 as a Local 638 Chiller Mechanic and has been a proud member of Local 94 for the past 14 years. He now maintains and operates the 13,000 ton tri-fueled chiller plant with building systems that are supported by 13 back up emergency generators along with more than 60 Automatic transfer switches.

Today, that 13,000 ton plant consisting of two natural gas engines, four steam turbines and three electric chillers operates 9,000 of those tons off of cooling towers, with the remaining 4,000 running off the river. According to Albanese, this energy efficient plant also provides cooling for its 1.4 million square-foot neighbor at Two New York Plaza.

Albanese was also quick to credit the engineering crew for all of their hard work. "I believe they are the best of the best in the industry." He called himself fortunate to work with Brookfield's experienced management team, Joseph Syslo, Mike Delmont, Dan Kindbergh, Rich Bachia, Mike Bosso and Tom Damsel.



Tom Hart

## Local 94 Crew Generates Savings at Bloomberg's Park Ave. Satellite

If there is anything that will get the attention of Michael Bloomberg it is efficiency. After all, it was his development of a system to deliver a more efficient method in providing critical information to investors which made him a billionaire.

So while the cost saving efforts of Local 94 Chief Brian Wall and his crew at 120 Park Avenue won't save billions, they are making a difference in Bloomberg's bottom line.

Located at the northwest corner of Park Ave. and 41st Street. Opened in 1981, the 27-story, 630,000 square foot tower served as the headquarters for tobacco giant Phillip Morris, until it relocated to Virginia in 2008.

Bloomberg LP moved into the building in 2011, leasing floors 8 thru 23, a total of 468,000 square-feet, when his company grew too large for his Lexington Avenue space. While his flagship remains on Lexington, he did bring some of his legendary Bloomberg hospitality to Park.

Visitors arriving at the 13th floor reception area welcomed to what can only be large open space snack bar offering coffee, tea, soft drinks, fruit, energy bars, assorted chips and snacks all for the taking. Those who don't want to spend their time staring at their cell phones can gaze at the numerous fish tanks enclosed in glass columns scattered throughout the space.

With that kind of commitment to his employees and guests, and having renewed his lease, it was only natural Bloomberg would address a much more important issue — the aging and costly Building Control System and infrastructure.

Confronted with ever increasing tenant complaints and rising utility costs it was clear there was a critical need for top to bottom assessment of the problems. Once completed it was decided a BMS upgrade was in order. Chief Wall and Assistant Chief Frank Aruci's newly constructed team of Engineers James



(L to R) Caption: Chief engineer Brian Wall, Engineer Claudio Bastardo, Engineer James Nulty, Mechanic Jemuel Amadis, Engineer Vincent Fasulo, Asst. Chief Engineer Frank Aruci, Engineer Robert Ruggiero, and Engineer Anthony Lopez.

*'These are a pretty smart bunch of guys.'*

—Chief Brian Wall

Nulty, Raymond O'Toole, Claudio Bastardo, Robert Ruggiero, Vincent Fasulo, Anthony Lopez, and Mechanic Jemuel Amadis embraced the challenge and went to work.

Over the course of a nine month project, the team:

- Placed a schedule for twenty 32 ton supplemental units on OFF (unoccupied mode) for afterhours and weekends (units had previous run 24/7);
- Isolated the belimo valves to restrict water flow when supplemental units are off. Action reduced the operating GPM's by 1500;
- Reduced the fan speed on the 36 15-ton CRAC units minimum fan speed from 84% to 54%; shut off electric heaters, humidifier and dehumidifier on a seasonal basis, which reduced power consumption from 30 amps to 1 amp;
- Lowered the DP from 32 psig to 10

psig, which reduced GPM's from 2,400 to 900; and eliminated the use of three of the four condenser water pumps;

- Discontinued base building cooling after hour schedule resulting in an annual savings of \$650,000
- Combined with the more than \$620,000 in electrical savings the crew has already generated some \$1.2 million in savings.

And, according to Wall the savings are only the beginning. "These savings will be reoccurring," said Wall, "I'm sure there will be even more savings down the road. These are a pretty smart bunch of guys."

More impressive yet, the crew was able to reduce the number of tenant complaints throughout the process. "The company has a high standard and the fact that these guys were able to do, what they did, while dealing with complaint calls without interruption, well, that is beyond impressive," said Wall.



Mike Gadaleta

## Local 94 Moves to 30 Hudson Yards With WarnerMedia

Most Local 94 engineer teams would consider themselves lucky to have experienced one “shovel in-the-ground” to full building operation in their career. This month, as the nearly 5,000 employees of WarnerMedia move from their Columbus Circle home into 30 Hudson Yards, they’ll be greeted by the same engine room leadership team that welcomed them when Time Warner moved to Columbus Circle.

Director of Operations (and Local 94 veteran) Ed Cavanaugh, Chief Engineer Bob Burns and Assistant Chief Rich Morris, helped oversee and open Time Warner’s move in 2004, have done it again.

During a recent visit to Burns new 30 Hudson Yards office the three men recalled that move. “We brought that (Columbus Circle) building up together,” recalled Cavanaugh who along with Burns and Morris have operated Time Warner Center for the past 15 years

As for Hudson Yards “We’ve been here since before they brought in the first steel,” said Burns.

Today, the steel and glass tower at 30 Hudson Yards tower soars 1,300 feet into the New York sky. The building has attracted inter-national buzz for its outdoor, glass floored observation deck which extends out of build-ing some 100 stories above the city.

With a tenant list that includes KKR, Related, Wells Fargo and newly renamed



(L to R) Engineers Tom Pellechia, Juan Zorrilla, David Lynch, Andrew Strauch, Dylan Rothman, Matt Amitrano, Critical Systems Engineer Jimmy Donahue, Engineers Mohammed Ahmed, Chris Dammann, Bryan Smith, Chief Bob Burns, Engineers Rich Morris, Brian Schirripa, Chris Dumpson and Director of Engineering Ed Cavanaugh.

WarnerMedia, the 2.6 million square-foot tower is more than a tourist attraction. This is serious business and for those A-list tenants Local 94 is running their dedicated engine rooms and the onsite co-gen plant.

There are four Local 94 crews on the site.

Because you don’t let go of a good thing, Cavanaugh, Burns, and Morris have been at Hudson Yards prepping for WarnerMedia’s move into 1.4 million square-feet of space spread over 16 floors.

Going back to the summer of 2016, Cavanaugh and Burns have either been at the construction site or traveling the country searching, reviewing and procuring the most state-of-art machines and back-up systems. “We are on the leading edge of smart technology,” said Burns.

As the new home to HBO, CNN, WB, Turner Broadcasting and other media entities the team had to consider the power requirements and provide the redundancies and backup to meet the demands of the of the world’s largest media companies. Their space includes multiple live broadcast studios, data and technical rooms, a conference center, health club, employee cafeteria, and three large screening rooms used for “Red Carpet events.”

Because even the best equipment in the world is only as good as the people who make it run, was also putting together his Local 94 crew of Critical Systems Engineer Jimmy Donahue, Engineers Bryan Smith, Chris

Dumpson, Matt Amitrano, Andrew Strauch, Joe Rutledge, Christopher Dammann, Brian Schirripa, Tom Pellechia, Juan Zorrilla, David Lynch, Killian Decastro, Mohammed Ahmed and Helper Dylan Rothman.

At the heart of these critical systems is the “Smart Building” technology that integrates several of the major control systems including the BMS, lighting control and CPMS. This system allows the engineer to receive real time information and assess and address any issues immediately. Warner Media has also implemented Next Generation Maintenance and Fault Detection Diagnostics to properly maintain and operate these systems.

The system is so smart that “if we happen to miss a problem the computer will send us an email,” said Burns.

As the home to CNN and HLN, news is broadcast 24/7 so the lights and power must remain on at all times. Two dedicated switch rooms, four backup generators totally 10,000 KW with 30,000 gallons of fuel will provide 36-hours of run time. There is also a 3,000 KW UPS system providing clean power to all critical spaces. There is no shortage of backup power.

“If the power goes out the generators kick-in within seconds,” said Donahue.

Having prepared for optimum operations as well as every possible contingency, 30 Hudson Yards will open as a LEED Gold and Well Building Certified tower.



Jack Redden  
Bill Caramico

## Caring for Students from Kindergarten through High School at Petrides

Once home to Staten Island Community College, the sprawling 45-acre campus has been home to the Michael Petrides School for nearly 25 years. It is also one of the rare Department of Education schools where parents can enroll their child in Pre-K and watch as he or she advances all the way through high school graduation.

Open exclusively to Staten Island residents and with an enrollment of 1,300 students, it’s no wonder entrance is held by lottery, some 1,600 hopefuls are turned away each year.

For those lucky enough to be accepted the challenges and opportunities provided by the many advanced and specialty programs also comes with the comfort of learning in familiar surroundings. While students and even teachers eventually move on, there are engineers and firemen who have been at the school since the transition from the Community College in 1995.

One of those engineers – Thomas Bickerton – started at the school before it opened in 1994. “I was here for the transition,” Bickerton. While he may have been the first to arrive it takes a large and dedicated team of full and part-time engineers and fireman to run the plant and maintain the grounds.

High Pressure Engineer Chris Hemmes oversees the engine room which provides heat and comfort for the eight buildings of the nine buildings spread across the campus. He along with Bickerton, and Firemen Anthony Magliocco, Eric Sanft, and Vinny Viola are full-timers. Five part-time Hi-pressure Engineers Joe Houghton, Richie Ragusa,



Top right, Spring Creek Educational Campus in Brooklyn. (L to R) Petrides engine room veterans Engineers Chris Hemmes, Thomas Bickerton and Fireman Anthony Maglicco

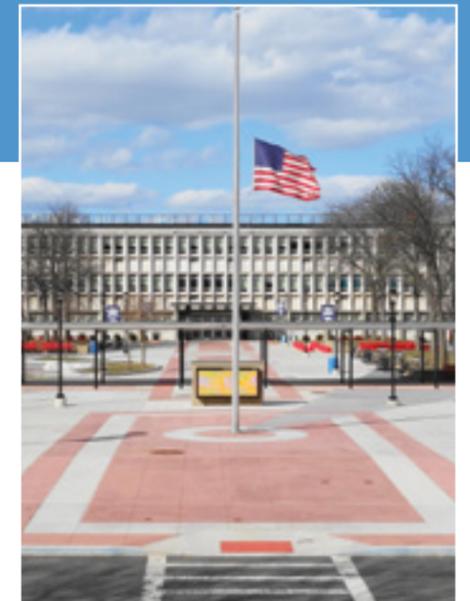
Dennis Maestrellies, Joe Ramirez and Rick Cordero round out the team.

Heat and cooling are provided by three dual-fuel boilers which have been in the place since 1964. Along with the boiler, Hemmes runs 200 ton absorber in the summer.

“Everything in this building is 50 years old. So it’s really all about staying on top of routine maintenance,” said Hemmes.

Those boilers generate the heat which runs along an underground pipe system to warm and cool seven of the eight buildings. “The fieldhouse is run on its own lo-pressure boiler,” Hemmes explained.

It is at this time of year the team faces its biggest challenge. “We run full heat 24/7 from November to April. When the weather gets warm, it can get crazy.” Last April for



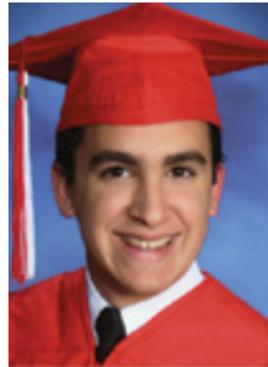
example a warm front came through in early April which put the team to the test.

“We went from running heat on Wednesday, then because it’s a dual-coil system fill the chill water and change the filters for cooling on Thursday,” Hemmes recalled.

Along with their routine engine room duties the crew is also responsible for maintaining the campus. Located at the bottom of Todt Hill in Sunnyside, the Petrides campus includes a large parking lot, open spaces, a kiddie playground and an athletic field.

“We are responsible for fixing pot holes, snow removal, and building repairs. “We also have to deal with the wildlife,” said Bickerton. “We actually have a herd of 20 deer roaming the grounds, along with wild turkeys. There’s a lot that goes on here.”

# Local 94's 2018 Scholarship Honorees



*Anthony Cialdella*



*Nicholas D'Amato*



*Max Dorazio*



*Emma Keegan*



*Mark Lapinski*



*Kathryn Magennis*



*Jenna Miller*



*Emily Orloff*



*Spencer Sundeborg*



*Lily Zangari*

## *Anthony Cialdella*

Anthony is the son of Salvatore Cialdella who works as an Engineer for Brookfield Properties. He has been a member of Local 94 since January of 2011.

While attending East Islip High School he has been in honor classes and AP classes in Math, Science and English. As a junior he overcame a fear of public speaking and ran for Vice President and won two consecutive terms. He also served as a representative of the School Improvement Team interacting with the teaching staff to focus on school issues.

As an intern at MEP Engineering P.C. he acquired hands-on training with computer aided design, plumbing, electrical, and mechanical engineering.

Anthony is attending SUNY Maritime majoring in Mechanical Engineering.

## *Nicholas D'Amato*

Nicholas is the son of Ronald D'Amato who works as a Chief Engineer for SL Green. He has been a member of Local 94 since May 1990.

A graduate of Kellenberg Memorial High School in Union Dale, N.Y. Nicholas was a member of the National Honor Society and received the President's Award for Educational Excellence. He was voted the Most Valuable Player of the Boys Varsity Soccer and Volleyball teams.

Outside the classroom, he teaches religion

at his local church and is on the Junior Retreat Staff. He is a Senior Ambassador and a Marianist Mentor; and participated in the Lourdes Service Mission Trip.

Nicholas is attending University of Rhode Island's Honors program, and will be majoring in Kinesiology with interests in the Pre-Medical track.

## *Max Dorazio*

Max is the son of Christopher Dorazio who works as a Fireman for NYCSSS at P.S. 425 in the Bronx. He has been a member of Local 94 since January 2016.

While attending Carmel High School in Carmel, NY Max was a member of the National Honor Society, Future Business Leaders of America and the Carmel Mentor Program. He also was a member of the varsity Soccer, Golf and Bowling teams. He also volunteered at Kent Public Library and Kent Recycling Center. He has been involved in the Fill-up the Truck and Special Olympics. All while holding several part-time jobs to help supplement his expenses.

Max is attending Villanova University majoring in Chemical Engineering.

## *Emma Keegan*

Emma is the daughter of Vincent Keegan, an Assistant Chief Engineer for Global Holdings. He has been a member of Local 94 since May of 2003

While attending the Baccalaureate School

for Global Studies in Astoria, she served as Vice President of the Senior Council, and President of the Gay-Straight Alliance. She was one of two students to receive the New York State Comptroller's Award for student achievement.

She was a Girl Scout Ambassador and her Gold Award is pending.

Emma is attending Stony Brook University where she is a member of the Women in Science and Engineering Honors Program. She is looking toward a career in medicine while studying Biochemistry and Applied Mathematics.

## *Mark Lapinski*

Mark is the son of Stanislaw Lapinski, an Engineer for the Hilton Times Square Hotel. He has been a member of Local 94 since April 2005.

While attending the Elmwood Park Memorial High School, in New Jersey, Mark was on the honor roll for four years and completed the Rutgers Microbiology program. He also volunteered in the school's peer tutoring program. He was a member of the Track & Field team, the Tech Club and the STEM club.

Mark is attending Stevens Institute of Technology in Hoboken, NJ where he will be studying mechanical and aeronautical engineering.

## *Kathryn Magennis*

Kathryn is the daughter of James Magennis who works as an Engineer for Cushman & Wakefield. He has been a member of Local 94 since October 2012

While attending Ramsey High School in New Jersey, Kathryn was Vice President of the student body, President of her D.E.C.A chapter and a captain of her field hockey team and dance teams. She was also the Orientation Coordinator and was the overall leader in the Leadership Academy.

She participated in numerous school clubs including S.A.D.D., S.T.A.N.D., S.O.S., Interact, National Honor Society and World Challenge, as well as working for Habitat for Humanity in Bolivia.

She was also among the speakers at the commencement ceremony in June.

Kathryn is attending Fairfield University where she is studying Nursing.

## *Jenna Miller*

Jenna is the daughter of Henry Miller, a Chief Engineer for George Comfort & Sons. He has been a member of Local 94 since October 2005.

While attending Northport High School, in Northport, NY, Jenna was an International Baccalaureate Diploma candidate, President of the National Honor Society and a member of the World Language National Honor Society.

Among her many activities, she is a member of Students for 60,000 and has travelled

to Nicaragua three times to build homes, schools, provide water supplies. She has been a Girl Scout for 12 years and a member of Our Town, a service club focused on helping local town members in need.

Jenna is attending the College of Nursing at Sacred Heart University as a member of the Honors College.

## *Emily Orloff*

Emily is the daughter of Peter Orloff, a Chief Engineer for Forest City Employer, LLC. He has been a member of Local 94 since June 2000.

A graduate of New Fairfield High School in Connecticut, Emily was the Secretary of her school's chapter of the National Honor Society; and a member of the Spanish and Math National Honor Societies; and was honored by the Society of Women Engineers.

She was captain of the freshman and junior varsity volleyball teams and captain of the varsity swim team. She was part of the All-Conference Academic Team; and was awarded the Southwestern Conference Leadership Award.

Emily is attending Providence College where she will be studying Chemistry.

## *Spencer Sundeborg*

Spencer is the son of John Sundeborg, an Engineer for Jones Lang LaSalle. He has been a member of Local 94 since April 1984.

While attending Lynbrook Senior High

School in Lynbrook, NY Spencer was an active member in the National Honor Society as well as the Marketing Executive for his award winning Virtual Enterprise Team. He was a finalist in the Entrepreneurship and leadership Conference and was on the football, basketball and lacrosse teams.

He was a Junior Fire Fighter for the town of Lynbrook and a lifeguard for the town pool.

Spencer is attending Misericordia University where he has been accepted in to the Doctorate of physical Therapy program.

## *Lily Zangari*

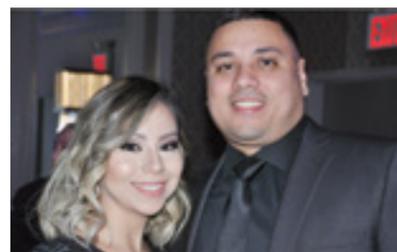
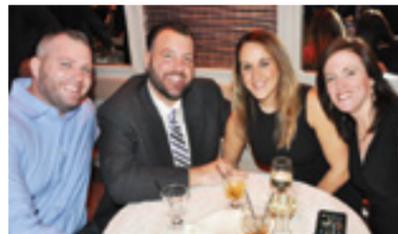
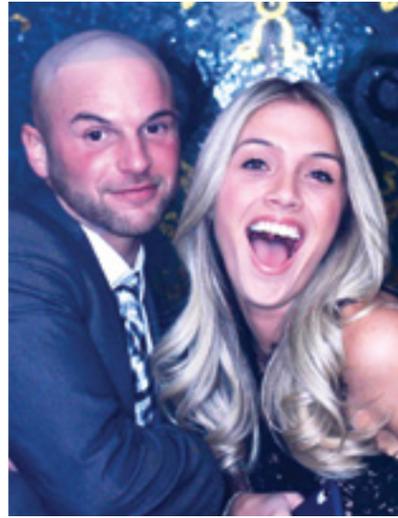
Lily is the step-daughter of David Sciallis, a Chief Engineer for First Lexington Corp.-Rudin Management. He has been a member of Local 94 since January 2004.

While attending South Side High School in Rockville Centre, NY, Lily served as President of her high school's National Art Honor Society and the SADD chapter. She was also a member of the National Honor Society, and the National Spanish Honor Society. She received the Brandeis University Book Award for her commitment to civic engagement, community service, political activism and social justice work.

She volunteered at a local soup kitchen, homeless shelter and nursing home.

Lily is attending the Savannah College of Art and Design in Savannah, Georgia. She is pursuing a painting major and a graphic design minor.

# Scholarship Dinner Dance





*Kelly Drummond*

## Comfort, Care and a Can-Do Attitude at Crowne Plaza in Times Square

Located in the heart of Times Square covering a full block of Broadway between 48th and 49th Streets the Crowne Plaza Hotel is a popular haven for New Year revelers. It's walking distance location to dozens of theaters, restaurants and even Central Park makes the hotel a year-round attraction for tourists the world over.

Ensuring the comfort of the thousands of guests who pass through its doors is a crew of Local 94 engineers under the direction of Tony Colon. With nearly 800 rooms, restaurants, a health club with pool, as well as additional 235,000 square-feet of commercial office and retail space there is no shortage of activity for the Local 94 members under the Local 6 umbrella.

For Colon who has worked most of his career exclusively in commercial properties in lower Manhattan the Crowne Plaza has presented new challenges. "Between the hotel rooms and amenities, office space, rehearsal studios, a parking garage and some of the largest retail space in the city it's been different," said Colon. "And, a new two-story rehearsal studio is about to open."

At its heart is the hotel, which is of course a 24/7 operation.

Colon has learned his team Fabio Cabral, Rafael German, John Corte, Morris Dale, Rogelio Cruz, Jean Pierre-Louis, Larry Harrison, Clifford Biggs, Kerri Duffy, Eliot Adames, Igor Slobodskiy, Igor Schwartz, Leonel Juvenal, Rahaman Abdool, Anthony Kalika, Lorenzo Wilson, Alfonso Blackwood, Bal Wepinchand, James Chester, Thomas Chung, Kevin Gray, and Wilson Medina are prepared to answer every call and request of the Crowne Plaza guests.

"This is really a tremendous collective effort. There is a great bond with the staff," said Colon. "They are always prepared and ready to work for one another."

No one seems better prepared and ready to answer any call than Local 94 Shop Steward Rafael German. Wearing a constant smile and a utility belt worthy of Batman, German carries nearly every tool imaginable



(L to R) Painter Keri Duffy, Engineers Larry Harrison, Juvenal Leonel, Rafael German, Eliot Adames, Director of Engineering Tony Colon and Engineer Rogelio Cruz.

*"This is really a tremendous collective effort. There is a great bond with the staff."*

—Tony Colon

on his belt; hand gauges and pens in his shirt pockets; and tops it off with a flashlight strapped to his head.

A 35-year veteran of Local 94, German has been at the Crowne Plaza for the past 25 years. He not only knows every inch of space, he understands everyone's first responsibility is to the guests. "There are always three guys in the call center ready to answer a call to any room at any time."

In keeping with the ever growing expansion of mobile technology, German noted there is now a mobile app for that.



*Howard Styles  
David Hawkins*

## Adding a New Engine Room Skill: Writing

It is a matter of great pride that you, the members of Local 94, are considered to be among the most skilled and respected engineers in the industry. It is a reputation you have earned through your commitment to your trade and your willingness to learn new skills and embrace the new technologies and techniques.

The challenge for Training Center is to provide you with all the necessary tools to develop new skills and advance your careers. Thanks to the support Mr. Brown and our Training staff, our members have access to the tools needed to develop and enhance their skills.

Sometimes those skills go beyond the pressure gauge. Sometimes it is learning how to properly write a report.

Take for example the 13 SL Green Chiefs, Assistant Chiefs and Engineers who completed a Business Writing course Murphy Institute for Worker Education at the CUNY School of Labor and Urban Studies. The program was developed by CUNY's David Shapiro (who taught the course), SL Green's Patrick Calcagno and the Local 94 Training Center.

Over the course of the semester students worked on grammar, punctuation, properly organizing an incident report, expanding their vocabulary and other skills. The impact of the class was such, that the students were using their new skills long before their December graduation.

In an interview with Becky Firesheets, for the SLU blog, Michael DeLuca said he'd "definitely" been using it at work. "When we send emails and incident reports, we often tag business owners or portfolio managers, and it's important to use the right grammar



CUNY's David Shapiro with his Local 94 writing class.



Howard Styles with new Hampden Flushometer Trainer.

and sound intelligent. They don't see the mechanical room so they're just basing your intelligence off of an email. It was a great class really," said DeLuca.

### Hands-on Training is Our Primary Mission

Writing classes certainly have value, but keeping up with new technology and expanding your skills is the primary mission of the Training Fund. In keeping with that

commitment, the Trustees have approved the acquisition of four, new state-of-art training aides.

This Hampden Flushometer Trainer (pictured) will be invaluable in elevating the skill level for maintenance and repair of these systems in commercial and school buildings. We've also added Low-pressure Boiler; Air Flow and a Split System Unit trainers.

We'll have more about each of these important new additions in our next newsletter.

# Nominations and Elections

Telephone: (212) 245-7040  
Fax: (212) 245-7886

THOMAS M. HART, JR.  
*President*  
MICHAEL GADALETA  
*Vice President*  
KELLY A. DRUMMOND  
*Treasurer*  
RAYMOND J. MACCO  
*Recording Corresponding Secretary*



331-337 WEST 44th STREET, NEW YORK, N.Y. 10036

KUBA J. BROWN  
*Business Manager*  
RAYMOND J. MACCO  
*Assistant Business Manager*



**BUSINESS REPRESENTATIVES**  
KELLY A. DRUMMOND  
MICHAEL GADALETA  
THOMAS M. HART, JR.  
RAYMOND J. MACCO  
JOHN M. REDDEN, JR.

April 17, 2019

## **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 2019 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 all the General Membership Meetings on May 8, 2019.

#### **1) Officer Positions to be elected**

a) 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, and Guard.

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

b) Pursuant to Article III, 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.

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

#### **2) Date, Time and Place of the Nominations Meetings:**

a) Date: Wednesday, May 8, 2019 – General Membership Meetings

b) Time: 8:30AM – 9:30AM; 2PM-3:00PM, 5PM-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.

c) Place: Hotel Trades Council

305 West 44<sup>th</sup> Street, Mezzanine Floor

*We Will Never Forget*

**In the event there is opposition for any Officer position, and it is necessary to have an election, a secret ballot election will be conducted by machine ballot.** Listed below are the details of the election:

#### **Date, Time and Place of Election of Officers**

- Date: Wednesday, August 14, 2019 a secret ballot election will be conducted by machine ballot.
- Time: Polling hours will be from 8:00AM to 10:00PM
- Place: Local 94 Training Center  
331 West 44<sup>th</sup> Street  
New York, New York 10036 (between 8<sup>th</sup> and 9<sup>th</sup> Avenues),

The counting of the ballots will take place immediately after the polls close at 10:00PM, at the Local 94 Training Center.

To win the election, a candidate is required to receive a plurality of the votes cast; the candidate who receives the most votes wins the election.

In the event of a tie vote between any candidates, a run-off election will be held on Wednesday, August 21, 2019

#### **INSTALLATION OF OFFICERS**

#### **Date, Time and Place of Installation of Officers**

- Date: Wednesday, September 11, 2019
- Time: 5:00PM
- Place: Hotel Trades Council  
305 West 44<sup>th</sup> Street, Mezzanine Floor  
New York, New York, (N.W. corner of 8<sup>th</sup> Avenue).

#### **3) 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.

#### **4) 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.

#### **5) 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  
Business Manager/Financial Secretary  
KJB/jd



Kathy Fiser



## Options for Confronting Costs of Health Care

### We Have You Covered

*When You or Your Dependents Get Sick or Hurt, You Have Options for Getting Care*

When you or your dependents are sick or injured and need to see a doctor, how do you choose between going to the emergency room, an urgent care clinic or your doctor's office? This is an important decision that can impact the care you receive and how much it costs you and the Fund. The tips below are designed to help you make your decision.

### When You Should Go to Your Primary Care Physician

Your doctor's office is generally the best option. Your primary care physician already knows you, understands 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.

If you don't have a doctor, you can find one using Empire's Find a Doctor tool

at [empireblue.com](http://empireblue.com) or with the Empire Anywhere app.

However, if you need to see a doctor and it's after hours or on a weekend when the office is closed, or if your illness or injury requires immediate attention, you may need to go to an urgent care center or the emergency room.

### When You Should Go to Urgent Care

If your injury doesn't put you in immediate danger, but you need care as soon as possible, you have options besides the emergency room. Urgent care centers provide fast care for non-emergencies. You don't need an appointment. You'll probably have a shorter wait time than the emergency room as well.

### When You Should Go to the Emergency Room

You should go to the emergency room for life-threatening medical conditions, such as:  
Heavy bleeding  
Serious head injury  
Difficulty breathing

- Sudden chest pain/change in vision
- Severe burns
- Neck/spine injuries
- Major broken bones

### How Long Will It Take to Get Care?

| Facility             | Average Wait Time |
|----------------------|-------------------|
| Your Doctor's Office | 30 minutes        |
| Urgent Care Center   | 30 minutes        |
| Emergency Room       | Up to 4 hours     |

### Still Not Sure?

You can call Empire's 24/7 Nurse Line at 800-700-9184, 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 emergency room, an urgent care center or to your doctor's office.

most cost-effective prescription medications for your needs. The Health and Benefit Fund encourages all eligible participants to log in to the OptumRx website at [www.optumrx.com](http://www.optumrx.com) for valuable information as well as OptumRx's current formulary list.

### Use the OptumRx App

The OptumRx App® is also another resource available to you. It can make the online pharmacy experience as simple as possible. Simply download the FREE OptumRx App from the Apple® App store or Google Play™. You can then easily search drug prices,

## New Prescription Benefit Manager — OptumRx

Effective January 1, 2019

On January 1, 2019, the Health and Benefit Fund transitioned to OptumRx as its new prescription benefit manager. By now, you should have received a new prescription drug ID card and a Welcome Kit containing useful information about OptumRx. If you have not received your new ID card, please

contact the Health and Benefit Fund so we can help you.

Please remember that if you encounter any problems with your prescriptions, you can contact OptumRx at 855-295-9140 or you can contact the Health and Benefit Fund at 212-331-1800.

Review the 2019 Formulary (The List of Covered Medications)

Each prescription drug company has its own list of covered prescription medications that are selected for their safety, cost and effectiveness. You and your doctor should review the formulary to help you select the

### What It Will Cost You and the Fund

While the costs to you for the three options are similar if you get care from a network provider the overall costs are very different. According to national data compiled by Empire, the average emergency room visit can cost over \$1,200. Emergency room visits are among the most expensive medical services for you and the Health and Benefit Trust Fund. When you go to an urgent care center, the average cost is \$190. And your doctor's office visit costs even less—an average of \$125 for a walk-in visit. That's why it's important to go to the emergency room 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 emergency room visits cost you and the Fund a lot of money.

### Questions?

Call the Fund Office at (212) 541-9880, or visit [www.local94.com](http://www.local94.com).

We would never want you to compromise your health. If you're experiencing a true emergency, call 911 or get to an emergency room 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.

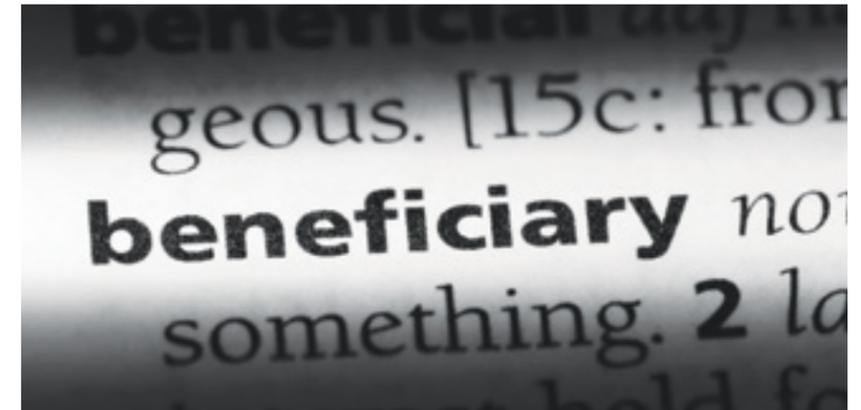
manage medication reminders and have access to the most current drug coverage information.

### NEW Specialty Medication Pharmacy: BriovaRx

Specialty medications will be filled by BriovaRx, the OptumRx specialty pharmacy. BriovaRx provides specialty medications and some clinical support for complex conditions, including cancer, arthritis, and other conditions. You can contact BriovaRx customer care toll-free at 855-427-4682 or log in to the OptumRx website at [www.optumrx.com](http://www.optumrx.com).



Ginger Hourihan



## Do you know who your Beneficiary is for the Annuity Fund?

In the event of your death, the beneficiary named for the Annuity Fund will receive the amount in your Individual Annuity Fund Account, in accordance with the applicable rules as set forth in the Plan (provided that you have a balance in the account at the time of death). You may also name a contingent beneficiary in the event your beneficiary pre-deceases you. This beneficiary designation is different and completely separate from any beneficiary information you may have on file with the Local 94 Health Fund.

Perhaps you had a recent life change that would require you changing your beneficiary. Even if there have been no changes and you think your beneficiary information is correct, we strongly encourage you to take a moment to review your account to ensure that the beneficiary information on file is current and accurate.

You can check your beneficiary

information by calling 800.294.3575 or by visiting the website at [mylife.jhrps.com](http://mylife.jhrps.com) and accessing your account online. Once you have logged in, select 'Menu' at the top right and a list of options will appear. Under the category 'About Me' select 'My Profile, Beneficiaries & Settings'. Once on the Profile, Beneficiaries & Settings page, select the 'Beneficiaries' tab to view or modify the current beneficiary on your account. Once you have completed the beneficiary designation online, if needed, a confirmation form will be mailed to you to sign and have notarized. You must complete the confirmation and return it to John Hancock in order for it to become effective.

If you need assistance with confirming or modifying your Annuity Fund beneficiary information, you may speak to a representative of John Hancock by calling (800) 294-3575 from 8am to 10pm EST.

Please call today!

## 9/11 Victim Compensation Fund: Running out of Time and Money

It is time to determine whether you may be eligible for the September 11th Victim Compensation Fund.

The September 11th Victim Compensation Fund (VCF) is due to expire on December 18, 2020. This means that claims must be submitted in full by then. Recently, the first time since the Zadroga Act was reauthorized in 2015, the VCF

Special Master signaled that the fund may be running out of money. The federal government has provided for \$7 billion in compensation. The VCF has already paid over \$4 billion to eligible claimants.

You may be eligible for compensation if between September 11, 2001 and May 30, 2002 you were present:

- At Ground Zero
- In Lower Manhattan, south of Canal Street (working, living, studying, etc.)
- At the Staten Island Fresh Kills Landfill
- In any area related to, or along, debris removal routes (piers, barges, etc.)

- In areas where WTC-contaminated vehicles or equipment were cleaned or rehabilitated.
  - At the Office of the Chief Medical Examiner of New York City or temporary morgues.
- Conditions eligible for free health-care and compensation include cancer, respiratory illnesses, sleep apnea, and GERD (persistent heartburn). Families of those who have passed away, and suffered from a 9/11-related condition during their lifetime, may also be eligible for compensation.

Countless Local 94 members served as rescue and recovery responders on, and in

the months following 9/11. However, the VCF is not limited to responders, anyone who meets the above criteria may be eligible for compensation.

[Local 94's lobbying firm, Pitta Bishop & Del Giorno LLC (Pitta Bishop), has formed an affiliate law firm, Pitta & Baione LLP, to represent individuals seeking 9/11 benefits. Pitta Bishop has diligently represented our union for many years and it is a firm in which we have the utmost confidence. For more information, call 844-WTC-COMP or visit 911benefits.com online. The firm offers free consultation for those who believe they may be entitled to potential 9/11 benefits and will not charge any legal fees unless and until those benefits are paid.]

## Added Safety at 9/11 Memorial and Museum

They rest on the footprint of the original Twin Towers. Two 30-foot water falls flowing into pools which will never be filled. Above the weir, engraved in onyx are the names of the thousands who lost their lives in the attacks of 1993 and 9/11 2001.

The undeniably sacred ground of the 9/11 Memorial is, for too many, the only place where they can leave a flower, a note or some other symbol of remembrance. For millions of others from around the world it is where they come to better understand and share in the loss felt by New York and the nation.

Overseeing the maintenance and operation of the 9/11 Memorial and Museum is the responsibility of Local 94. It is a charge they not only embrace Chief Engineer Anthony Lo Casto has called the assignment the "greatest thing I've ever done, or will ever do."

As we learned in the Spring 2014 issue of the Cutting Edge newsletter that is a view shared by every member of that Local 94 team.

As rewarding as their work may be



Malta Dynamics Mobile Fall Protection Sales Rep Greg Brown, Malta Dynamics Marketing Manager Jane Cirigliano, EZG Manufacturing Sales Representative Steve Wheeler, National September 11 Memorial & Museum Director of Engineering Joseph L. Flannigan, Malta Dynamics CEO Damian Lang, Malta Dynamics Operations Manager Chris Holland and National September 11 Memorial & Museum Chief Engineer Anthony LoCasto.

sustaining the nearly nine acre site its pools, engine rooms, and the museum itself can often have crew members working at height. "There are the canopy windows, 24-foot ceilings in the pump rooms, and of course, the pools," said Lo Casto.

"Visitors sometimes leave coins and other items between the stones that have to be removed. The weirs must be cleaned and the patina must be maintained. Work that requires going behind the parapet. You have to be tied-off," added Lo Casto.



Michael Christiani (chief), Patrick Feeney (assistant chief, Ralph Picorelli, Stephen Morris, Vincent Panepinto, Tom Cancelliere. Below, Local 94's offices.

## Labor of Love and Symbol of Pride

A combination of Local 94 pride and a talent for carpentry has added a colorful new addition to the offices of Local 94. An oversized, three-dimensional, red, white, and blue steam gauge logo now hangs on the wall behind the reception desk.

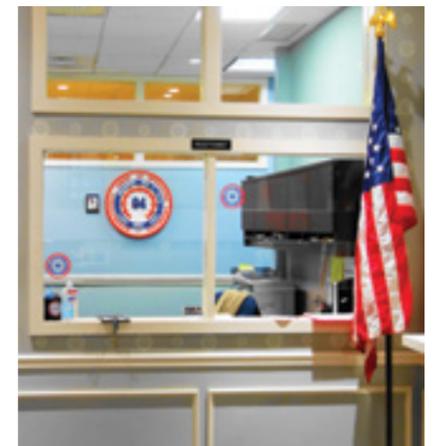
The story of how it found its way to West 44th Street is as colorful as the logo itself. In fact, the logo was never meant to be there at all.

The piece is the work of Vincent Panepinto, a Helper at 555 W. 57 Street. Before finding his way into the union, Panepinto worked in construction. "I did a little bit of everything and would see all the different tools and ask a lot of questions. One guy told me 'if you have the right tool you can do anything,'" Panepinto recalled.

He also learned to love carpentry. "So, if I saw something I liked I would tell myself I can make that."

Panepinto would craft copies of the Rangers logo for example. "Pretty soon guys were asking me to make logos for them. It wasn't long before the crew at W. 57th Street was requesting he make something for the engine room. "That's when Steve (Morris) suggested a Local 94 logo."

Once Panepinto arrived with the



finished product the crew was so impressed they told him he should bring it to the union hall. Off he went intending to present the piece to his Business Agent, Mike Gadaleta. Gadaleta however, was out in the field. Undeterred, Panepinto walked down the hall to Kuba Brown's office. Brown too, was also out of the office so Panepinto left it with Joan DiMarco who brought it into Brown's office.

When Brown returned to his office he was blown away by the craftsmanship. "As soon as I saw it I knew exactly where it belonged," said Brown. "It's where everyone who comes through those doors will see it; and see our Local 94 pride."



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

## Local 94 2019 Calendar

**WEDNESDAY, APRIL 10, 2019**

### *General Membership Meeting*

8:30 PM, 2 PM, and 5 PM —  
Hotel Trades Council Auditorium,  
305 West 44th Street. Special  
Presentation of Local 2018 Graduates.

**TUESDAY, APRIL 30, 2019**

Local 94 Scholarship Deadline —  
See Local 94 website for details:  
[www.local94.com](http://www.local94.com)

**THURSDAY, MAY 2, 2019**

### *Local 94 Retirement Seminar*

Members who plan on Retiring  
within the next 2 years should  
attend this Seminar. Topics  
covered will be Medical  
coverage, Pension Fund,  
Annuity Fund, Social Security and  
Financial Planning. To sign up for an  
individual 1 on 1 session please contact  
Kimberly Antonaccio at 212-331-1826  
or email at [Kimberlyantonaccio@local94.com](mailto:Kimberlyantonaccio@local94.com)

**WEDNESDAY, MAY 8, 2019**

### *General Membership Meeting*

8:30 PM, 2 PM, and 5 PM, Hotel Trades  
Council Auditorium, 305 West 44th  
Street. Nominations and Elections  
of Local 94 Executive Board

**MONDAY, MAY 13, 2019**

### *Local 94 Spring Golf Outing*

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

**WEDNESDAY, JUNE 5, 2019**

### *New Members Meeting*

Meeting begins promptly at 4PM —  
Hotel Trades Council Auditorium, 305  
West 44th Street. New members who  
were notified to attend and paid the  
\$100 application bond who attend the  
Initiation Ceremony will be refunded  
the \$100 application bond.

**WEDNESDAY, JUNE 12, 2019**

### *General Membership Meeting*

8:30 PM, 2 PM, and 5 PM —  
Hotel Trades Council  
Auditorium,  
305 West 44th Street.  
Training School  
Graduation & Service  
Awards Ceremonies will be  
conducted at the 5 PM meeting.

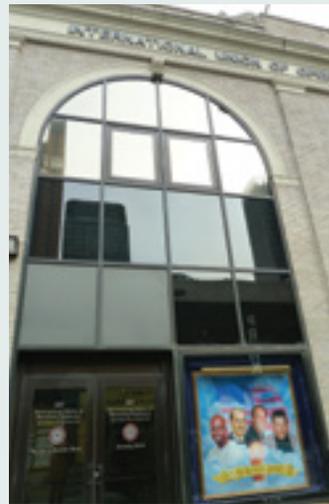


**NO MEETINGS SCHEDULED  
IN JULY AND AUGUST**

**SATURDAY, JULY 27, 2019**

### *Local 94 Family Picnic*

Fountain Springs Country Club,  
234 Conklingtown Road, Ringwood,  
New Jersey. All Tickets must be  
purchased in advance. No Tickets will  
be sold at the door. For tickets please  
call Kelly Drummond  
(212) 331-1800. Please note: No  
personal food, coolers, alcohol or  
other beverages will be permitted  
No alcohol or smoking will be  
permitted in the pool area.



**WEDNESDAY, SEPTEMBER 11, 2019**

### *Local 94 Memorial Mass*

Local 94 will remember and honor our  
fallen brothers and all who lost their  
lives during and after the September 11,  
2001 attacks with a Memorial  
Mass at St. Malachy's R.C.  
Church, 239 West 49th  
Street. 10 AM.

**WEDNESDAY,  
SEPTEMBER 11, 2019**

### *General Membership Meeting*

8:30 AM, 2 PM, and 5 PM —  
Hotel Trades Council Auditorium,  
305 West 44th Street. Local 94  
Executive Board Swearing-in Ceremony  
during 5 PM Meeting.



**WEDNESDAY, OCTOBER 2, 2019**

### *New Members Meeting*

Meeting begin promptly at 4PM  
Hotel Trades Council Auditorium,  
305 West 44th Street. New members  
who were notified to attend and  
paid the \$100 application bond who  
attend the Initiation Ceremony will be  
refunded the \$100 application bond.

**MONDAY, OCTOBER 7, 2019**

### *Local 94 Fall Golf Outing*

8 AM — Split Rock Golf Course,  
870 Shore Road, Bronx, N.Y. Contact:  
Kelly Drummond (212) 331-1834;  
or Henry Augustine (212) 751-4036.

**WEDNESDAY, OCTOBER 9, 2019**

### *General Membership Meeting*

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

**WEDNESDAY, NOVEMBER 13, 2019**

### *General Membership Meeting*

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

**WEDNESDAY, DECEMBER 11, 2019**

### *General Membership Meeting (Holiday Toy and Coat Drive)*

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

**Be sure to visit the Local 94 website at [www.local94.com](http://www.local94.com) for updates**