



The **CUTTING EDGE** Newsletter



Spring 2012

Enhancing the Christie's Plaza at 535 Madison Avenue (see page 3) are two works by sculptor Jonathan Prince. Southern Remnant and Bore Block will remain on view through March 30. Photo courtesy of the artist.

The State of our Union and Our Responsibility to It!



“Our workers are the most productive on Earth, and if the playing field is level, I promise you – America will always win.” - **President Barack Obama**

We begin this New Year with a small glimmer of hope that our economy is finally starting to improve and that unemployment is in a downward trajectory. During his State of the Union, President Barack Obama pointed out that last year our country created the most jobs since 2005. American manufacturing played a big role in that job creation. Less than four years from the time that Republican Presidential hopeful Mitt Romney and others suggested that we let the Big 3 automakers disappear, General Motors is again the world's number-one automaker, Chrysler is the fastest growing car company in the country and Ford is expanding by investing billions in U.S. plants and factories. In total, the auto industry has added nearly 160,000 jobs into our economy. The auto industry is not alone; Master Lock's unionized factory in Milwaukee is running at full capacity for the first time in 15 years.

The lesson for all of us is simple; our country's economy improves when we manufacture goods domestically. American workers are the absolute best in the world and given an opportunity an American worker can out-produce, out-innovate any group of workers in the world! Now, while I applaud our President for seeking to build an economy rewarding companies that manufacture products in our country with tax breaks and other incentives, this however, is not enough. We have to take it upon ourselves as responsible citizens to demand that the millions of manufacturing jobs outsourced to remote places in China, India, Bangladesh and Vietnam return to our shores. We must again buy American.

“Buy American” is more than a catchy marketing line it is a major step toward restoring our nation's economy and putting the millions of unemployed and under-employed back to work. This simple notion, presents our best chance of preserving the American dream. Manufacturing jobs have always been a path for the middleclass. Manufacturing jobs have provided generations of families with decent wages and benefits. It is no coincidence that the American middleclass began to suffer when manufacturing jobs started disappearing in the 1970s. As Americans, it is our responsibility to purchase products made in the United States. As consumers, it is time we demand that products sold by our iconic “American” brands such as Nike, Levis, Dell and Apple be made domestically.

Rather, Apple is a prime example of what has eaten away at our middle class. Apple, the most valuable company in America with profits of more than \$1billion per week, refused to build almost all of the 70 million iPhones, 30 million iPads and 59 million other products it sold last year in our shores. When President Obama asked former Apple CEO Steve Jobs what it would take to make iPhones in the United States, Steve Jobs response was that “Those jobs aren't coming back.” Rather, Apple manufactures its iPhones in a facility in a remote part of China called Foxconn City where 230,000 employees live in barracks, work 6 days a week in 12 hour shifts and earn about \$17 per day. It is despicable when any American company which could pay Americans a decent wage to build its products would abandon our workers for a few pennies more in profit.



American companies have a right to make a profit, but they also have an obligation to Americans to provide them an opportunity to work. Now, corporate America may call such a sentiment socialism or even class warfare but to again paraphrase the President “to most Americans it is common sense.”

The Supreme Court has determined that corporations are people. Maybe it's time they recite the “Pledge of Alliance.” Until then, I hope that the next time you set out to make a purchase you will look for the “Made in the USA” symbol.

In solidarity,

Kuba Brown

P.S., If you would like to read more about Apple's manufacturing policies, please read “How U.S. Lost Out on iPhone Work” by Charles Duhigg and Keith Bradsher, Published by the New York Times on January 21, 2012; <http://nyti.ms/yGdOk7>

A Madison Avenue Gem Now Shines with LEED GOLD Certification

by Tom Costello



When 535 Madison Avenue was completed in 1982 the New York Times architect critic said it provided an “urbane and civilized presence” along Madison Avenue. Designed by Edward Larrabee Barnes the 37-story, glass and steel tower on the northeast corner of 54th Street was additionally praised for providing a “lesson in urban architecture in itself.”

Or, in the words of 535 Madison Avenue’s Chief Engineer Ken Savelli, “this building is a gem.”

And now, thanks to Savelli’s dedicated team of Local 94 engineers coupled with the enthusiastic support of Park Tower Management and guidance from the consultants at CodeGreen that “gem” now shines ever brighter. Last December 535 Madison Avenue was awarded the prestigious LEEDS GOLD Building Certification for existing structures.

Savelli credits his team Assistant Chief Avis Misini, Mike Pavlo, Tony Talbot, and Arturo Flores, for their hard work, innovative thinking and commitment to LEED GOLD. “I’ve been with Park Tower for 26 years, 18 in this building. And, every member of the team has been in this building for at least nine years,” said Savelli.

He then pointed to a small sign on his office wall: Work Smarter, Not Harder. “That’s what we do. Our guys are not afraid to look at everything and say ‘hey, maybe there is a better way to do this,’ ” explained Savelli.

“Of course there is no way we would be able to do that without the total commitment and full support of the building management.

That combination of imagination, innovation, hard work and the proactive support of management were all critical toward attaining LEED GOLD recognition.

And, according to Savelli it starts with ongoing maintenance of each of the self-contained 30 ton package units located on each tenant floor.

The ongoing commissioning of building systems ensures the building is operating effectively and efficiently. In 2005 a Demand Response Load Shedding Program was added which protects the energy grid and helps to prevent Blackouts. The Demand Response Load Shedding Program is administered by NYSERDA.

In cooperation with management and consultants, the engineering team installed a heat exchanger to reuse steam condensate as a heat resource for the building’s Lobby and lower levels. Additionally, the team added a Free Cooling control sequence which eliminated the need to quench the condensate tank with domestic water. “This innovation allows us to heat the Lobby and lower levels while reducing water usage,” explained Savelli.

Those steps along with other advancements in 535’s control technology led to valuable innovation points from LEEDS. In addition Variable Frequency Drives have been installed throughout the facility; and the original Leslie pneumatic steam station controllers were replaced with digital controllers.

The result was substantial steam savings and reduced maintenance costs.

Through the efforts of management and engineering working together, energy consumption was decreased without impacting the comfort of the tenants or affecting building operations.

While on path to LEED GOLD 535 Madison earned the Energy Star Label making it among the most efficient in the nation. According to the U.S. Environmental Protection Agency, 535 is 30% more efficient than those without the designation and its energy use is significantly lower than other commercial buildings of similar size and use.

Through the cooperative effort of engineers and management 535 Madison Avenue:

- Reduced water consumption by more than 30%, by installing low-flow water closets, urinals, shower heads & faucet aerators.
- Provided a full recycling program including paper, cardboard, plastic, glass and aluminum, diverting waste from landfills.
- Established a building Green Cleaning program.
- Established an Integrated Pest Management program by implementing effective and environmentally friendly protocols.

And, thanks to its location on the East Side of Midtown Manhattan with its easy access to public transportation, the men and women who work at 535 provided additional points when a survey found more than 95% of its occupants use public transportation to get to work.

“this building is a gem.”



Arturo Flores, Mike Pavlo, Chief Ken Savelli, Tony Talbot, Assistant Chief Avis Misini



BNY Mellon is Seeing Green Beyond Dollars at 101 Barclay St.

by John Kramer



When 101 Barclay Street was built adjacent to the World Trade Center in 1983, no one could have imagined the horrible events of September 11, 2001. And, while the exterior of the glass-clad 25 story structure was shattered, within 10 months the damage was repaired and the building re-opened.



Beyond the reconstruction that restored the luster to the exterior, Chief Engineer Bill White's team of Local 94 engineers has worked behind the scenes to help earn the building both Energy Star (2008) and LEED GOLD (2011) certifications.

Operating in a 24/7 1.1 million square-foot building White's engine room is staffed by Local 94 members Joe Luka (Assistant Chief), Desmond Walcott, Frank O'Donohue, Jimmy Laghezza, Phil Ferrara, Jim Mauro, Joe Albanese, Mike Savage, Maurice Ferguson, Rick Lebron, Burton Zack, Charlie Garibaldi, John Fanizza, as well as Fire Safety Directors Al Iacono and Carl Kofron.

"There is a great deal that goes into earning those Energy Star and LEED GOLD certifications," said White. "But it goes beyond major fixes. A lot of our energy savings are the product of a sustained program of progressive maintenance."



Chief Engineer Bill White checking on the BMS

White added it also helps when the building owners and managers, in this case Bank of New York Mellon and Cushman & Wakefield are also committed to "green power."

"The bank has always been proactive and supportive of us. Along with Cushman & Wakefield we are encouraged to do everything we possibly can do in house," said White "They are serious about reducing the buildings (carbon) footprint."

The energy and cost saving effort was launched like other similar efforts throughout the metropolitan area: replacing light bulbs and fixtures, occupancy sensors, replaced water faucets and installed flow controls.

Further and more dramatic savings were generated through chiller retrofits, and outside air damper replacements.

Variable Frequency Drives (VFD's) were also installed on all fans and

pumps and, with the installation of a Building Monitor System (BMS) White and his team can now scrutinize and track energy usage throughout the day. "This system paid for itself in less than 18months," explained White. "Pumps and fans that were running at 60Hz are now running at 45 Hz. These are major reductions."



Phil Ferrara water treatment Technician, treating the chilled water loop

Progressive maintenance of the buildings 147 Steam Traps, which includes an annual audit service through an outside contractor, have added to the cost-cutting and energy savings.

In a top down approach to energy savings Bank of New York Mellon replaced the original tar and gravel roof with a new white PVC roof, keeping the building cooler in summer and warmer in winter. "We also participate in energy savings programs through the New York State Power Authority in which we can shed 2.6 mg watt of energy when they need it," said White.

Through the New York State Power Authority BNY Mellon also purchases wind-generated power to help offset their other energy usage.

And BNY Mellon Green efforts go beyond 101 Barclay Street and New York. In 2010, BNY Mellon was one of only 10 organizations to be presented with the Green Power Leadership Award by the U.S. Department of Environmental Protection.

BNY Mellon cited for their participation in a program where they purchased nearly 230 million kilowatt-hours (KWh) of green power electricity annually. Green power electricity is generated from environmentally preferred renewable resources such as wind, solar, geothermal and lo-impact hydro.

According to the EPA, that was enough green power to meet more than 75% of its purchased electricity use in the United States.



Local 94 crew (l to r) Frank O'Donohue, Desmond Walcott, Phil Ferrara, Bill White(Chief Eng) , Joe Luka (Asst Chief), Al Iacono(FSD), Jim Mauro, Jimmy Laghezza , Joe Albanese.

Old School Methods Fashion Improvements, Savings at 1407 Broadway

by Tom Hart



To celebrate 1407 Broadway's iconic status in the heart of the Garment District, the long marble lobby which connects to the Seventh Avenue entrance is lined with sculpted busts of some of New York's most creative and famous designers. The tributes created by sculptor Suzanne Couture recognize the contributions of Isaac Mizrahi, Tommy Hilfiger, Ralph Lauren, Carolina Herrera, Marc Jacobs, Diane von Furstenberg, Calvin Klein, Michael Kors, Donna Karan and Oscar de la Renta.

That same type of creativity and craftsmanship demonstrated by those famed designers can also be found inside the engineering

rooms of the 44-story, 1.1 million square-foot building that rests between 38th and 39th Streets.

Chief Engineer Paul DeCanio, whose imagination and creativity have earned him eight separate United States Patents, leads the hands-on eight-man engineering team. A Navy veteran and a certified welder, DeCanio's team is so "hands-on" they recently replaced the buildings out-dated tank-type steam/water heaters with Armstrong Flo-Rite-Temp instantaneous steam/water heaters.

Management within 1407 Broadway certainly anticipated the new system would eventually lead to major cost savings through the reduced steam and water usage and bills. The Local 94 engineering team saved the company tens of thousands of dollars up front, by doing the work themselves.

Under DeCanio's planning and direction the team did the demotion and removal of aging tanks and then installed the space-saving pipe system themselves, saving thousands of dollars in outside contracting costs.

In other buildings in the city that work might be considered unusual. Inside 1407 Broadway it's business as usual according to DeCanio. "I would say 98-percent of the projects in this building are done in-house," he said.

The veteran crew of Kenny Bahrenburg, John Ganun, Assistant Chief Nap Jimenez, Tim Sbarra, Brian Baleno, Dermot Carr, and David Congo have not only benefited from DeCanio's knowledge, 1407 Broadway management encouraged the effort by providing a large workshop.

Installed two years ago inside a former storage room the workshop is

equipped with a lathe, mill machine, band saw, grinder, drill press, welding machine and other tools and equipment. "I used to take projects home and work on them," said DeCanio. "Now the equipment is here, we're pretty much able to do anything that needs to be done," he said.

For example, since its installation the lathe has been used in retrofitting mechanical seals to the building's 14 large centrifugal pumps. Among some of the other projects that have been completed or currently underway:

- Installed moisture eliminators for interior and perimeter fans (Saving more than \$100,000 and generating 10-15% more primary air).
- Welded turbine exhaust
- Installed vibration eliminators for secondary pumps
- Replaced 12 and 14 inch pipe along the condenser water line

The team is currently in the second phase of a project to replace the re-heat coils throughout the building.

The crew's efforts have earned the praise of both management and Local 94 Business Manager Kuba Brown. "This is old school," said Brown after taking a tour of the operation. "I'm sure it's going on other buildings, but this is what should be done in all our buildings.

"It not only enhances our skills, it enhances our value," added Brown.

1407 Broadway General Manger Arthur McGinley agreed. "This is what the industry is all about. Learning, enhancing and passing on new skills. We are fortunate we have Paul, who is one of the finest Chief's in the industry."

1407 Broadway is owned and managed by affiliates of the Lightstone Group. The Lightstone Group has been one of the largest private real estate companies in the United States since 1988. Lightstone currently owns more than 11,000 multifamily units, and 3 million square feet of retail, hotel and commercial assets. In one of the largest real estate transactions of 2010, Lightstone transferred the Prime Outlet Platform to Simon Properties for \$2.3 billion.



The crew of 1407 Broadway shows off their workshop (l to r) Kenny Bahrenburg, John Ganun, Assistant Chief Nap Jimenez, Tim Sbarra, Chief Paul DeCanio, Brian Baleno, Dermot Carr, and David Congo.



Wage Fight Moving Though the Courts;

Time to Join the Fight for Pay Parity

by Ray Macco / Jack Redden

Our battle to achieve pay parity for custodial workers continues. As we go to press, our appeal has been filed with the New York Supreme Court. The judgment under **ARTICLE 78** of the Civil Practice Law and Rules is scheduled to be on the Appellate Court April calendar.

Oral arguments should proceed shortly thereafter.

Even as the case moves forward through the courts your attendance at union meetings, involvement in community events, and participation in political action activities is paramount. If you haven't yet joined the political action fund please do so now. Your involvement is an important step in bolstering our strength.

We are pleased to report that we are collaborating with S.E.I.U. Local 32bj which has joined us in this fight. The strength of both Unions should help reinforce our fight for prevailing wages, as well as shoring up our strength in the school division.

Make no mistake; Union solidarity is a powerful tool.

While some of our members have been active in their communities, too often the efforts of our Local 94 school employees go unnoticed. Perhaps it is because we are not doing enough, or working hard enough to garner attention.

This must change. It is time for each of us to step to the forefront, make an impact and demonstrate our political clout in the upcoming election cycles.

Absent a win in our prevailing wage appeal, we will need to seek political action and support from our City Council, Assembly Members and NY State Senators to win this fight. We implore you to get involved in the process. Spending two hours a day handing out leaflets, knocking on doors or working a phone bank is a small sacrifice and it might be the difference maker in solidifying our needed political support.

Our Union's strength is in its numbers. Not simply the numbers on our membership rolls, but the members we can bring to the political effort. We need 100% involvement to demonstrate to our elected officials and political leaders that we mean business.

Don't stand on the sideline and think it is a job for someone else. Each and every school worker must be involved. This is your fight.



Make no mistake;
Union solidarity is a
powerful tool.

GET INVOLVED!!!

To join the political action fund and its efforts, please contact your Union Representative –
Ray Macco (212)586-7633 or Jack Redden (212)245-7935

In the Battle for Pay Equity, Answers the Call to Activism

Paul Colletti

"I'm mad as hell and I'm not going to take it anymore," screamed Peter Finch in the movie classic *Network*. That's exactly how PS 97 Fireman Paul Colletti felt each time he heard or read about Local 94's battle to win the prevailing wage for their members assigned to New York City Schools.

While Colletti wanted to scream out loud he did Peter Finch one better, he joined the fight and added his voice to the Local 94 effort. "It really started for me when Ray (Macco) and Jack (Redden) called a meeting to explain the issue with the prevailing wage," Colletti explained. "How could it be that workers in some schools are making more than some of us doing the same work? It isn't right." said Colletti.

"I have to tell you, that meeting was a big influence on me. I've been doing this for 36 years, more than 20 of those years were spent shoveling coal," he said. "Like a lot of guys, I came to work, did my job and maybe I'd go to meeting now and then.

"During that meeting I realized that it's not just the guys in the union office. If we're going to win this fight for fairness all of our voices have to be heard," Colletti added.

Right after that meeting Colletti started speaking up, calling his elected officials. "I picked up the phone the next day and called (State Senator) Jeff Klein and (Councilman) James Vacca. I let them know this isn't right. They listened and they understand the issue. I just hope we can reach enough of them (elected officials) to finally do right by everyone."

Colletti didn't stop with his elected officials. He follows developments in the newspapers "did you see this story in the Post?" he asked a visitor as he grabbed a clipping from the paper and pointed to remarks on the prevailing wage from City Council Speaker Christine Quinn's State of the City address.

"I read these things, I take notes, I call other guys and bring them to meetings," said Colletti. "When you can present facts, show them how they're underpaid. Then you ask: 'how can you not fight for this?'"

As the fight rages on, others have joined Colletti in the effort. "I've got a nice list now of guys who are now looking to get involved," he said. "They're younger, and their futures are at stake.

"That's kind of what I learned at the meeting. I'm 53 years-old and I've been doing this since I was 18. We have to fight not only for ourselves -- but for everybody's future."

*....that meeting was a
big influence on me....*



Paul Colletti behind his desk at PS 97

Ready to Launch! LOCAL 94 TO ROLLOUT OUR NEW, USER FRIENDLY, NEW WEBSITE

By Sandra Chin
(Controller Local 94, 94A, 94B and Affiliated Funds)

Local 94 and the Benefit Trust Funds are revamping, and are about to launch a new, more user friendly website: www.local94.com.

The new site should be up and running by the end of April or early May.

We've heard from you, the members, and we are hopeful the new website will address your concerns. For starters it will be easier to find what you're looking for on the new site. We will work diligently to ensure the information will be up to date—and we'll keep it that way.

Our site will feature an entirely new design highlighted by a "user friendly" navigation structure. Nearly everything that went into these changes was aimed at making the site easier for you to use—including a section where you'll find your most frequently asked questions, organized by subject, and you'll have access to 24/7.

At first, the site will only be informational. However, we are already at work in making the site transactional as well. This means you will soon be able to access and review your Sick Fund account. And, as we roll out new features we'll keep you informed of the changes both on the site and in the Cutting Edge newsletter

We hope you like the new site. And, please let us know what you think — we want your feedback.

The 2011 Local 94 Scholarship Winners



TROY CATHEY

The son of William Cathey, a Watch Engineer for Rudin Management, Troy was a member of the National Honor Society and Italian Honor Society. An outstanding athlete he tied the Becton Regional High School pole vault record and was a member of the wrestling and football teams.

He is Mathematics Education major at Montclair State University.



NICOLE COFFEY

The daughter of John Coffey, a Chief Engineer for First New York Partners, Nicole was a member of the National Honor Society and volunteered for many of their sponsored events, and looks forward to working with Habitat for Humanity.

She is a Secondary Education major with a concentration in Mathematics at St. Joseph's College in Patchogue, L.I.



STEVEN FOWLER

Son of Michael Fowler, an Engineer for the U.S. Mission to the United Nations, Steven was a member of the National Honor Society and the track team at Cornwall Central High School. He also participated in local blood drives and fund-raising walks for various charities.

He is now a Film, Photography and Visual Arts major at Ithaca College.



ERICA GOLASZEWSKI

The daughter of Stanley Golaszewski, a Chief Engineer for TF Cornerstone, Erica was a member of the National Honor Society and Spanish National Honor Society at Pocono Mountain East High School. The winner of her school's Louis Armstrong Jazz Award and has performed with popular jazz artists Urbie Green, Bill Goodwin and others.

She is now studying Jazz Performance, Composition and Arranging at the Berklee College of Music in Boston, Ma.



GABRIELLE GRANCIO

The daughter of Michael Grancio, an Assistant Chief for Related Management, Gabrielle is a graduate of Archbishop Molloy High School where she was a member of the National Honor Society, the Honor Roll and Principal's List. Upon graduation she was awarded the Principal's Academic Excellence Award.

Currently enrolled in the University Scholars Program at Stony Brook University she plans to major Psychology and pursue a PhD.



WILLIAM HURD, JR.

The son of William Hurd, Sr., a Chief Engineer for SL Green Realty Corporation, William was a member of the National Honor Society, Business Honor Society, English Honor Society and the Foreign Language Honor Society at West Islip High School. He captured first place in the Long Island Youth Summit Dowling College.

He is now attending the School of Business at SUNY Albany.



SAMANTHA PARLATO

The daughter of Richard Parlato, an Operating Engineer for Cushman & Wakefield, Samantha was a member of the National Honor Society and Italian Language Honor Society at Carmel High School. A member of the basketball, volleyball and track teams, she also excelled in advanced placement in U.S. History, English, Calculus and Studio Art.

She is now studying Visual Arts at St. John's University.



DANIEL RAYKHLIN

The son of Mikhail Raykhlin, an Engineer for LCOR, Daniel is a graduate of Stuyvesant High School where he was named a National Merit Commended Student. He founded Stuyvesant's Digital Audio Production Club, and participated in AnimalLab Research, caring and feeding the animals. Outside of school he was a volunteer at the Brooklyn Public Library and assisted at a local daycare center.

He is now attending Binghamton University with an intended major in Integrative Neuroscience.



ALEXANDRA PARISE

The daughter of Joseph Parise, Jr., a Chief Engineer for Gotham Realty Holdings, Alexandra was a member of the National Honor Society at Pine Bush High School and served as treasurer during her senior year. A member of both the diving and varsity track teams she holds the school's pole vault record and was presented with "Jumps MVP" award.

She is now attending the College of the Holy Cross in Worcester, Ma., where she will major in English Literature.



TAYLOR DIBENEDETTO

The son of Charles DiBenedetto, an Assistant Chief for Vornado Realty, Taylor was a member of the Key Club, Business National Honor Society and a member of the Student Council at Jackson Liberty High School. He has written a book, which is pending publication, an essayist on morality and ethics, a painter of watercolor and oil portraits, as well as an entrepreneur.

He is studying Philosophy at Rutgers University and plans to attend law school.

An Unforgettable Night of Celebration

Scholars and Families were Honored and Heroes were Remembered During an Unforgettable Night of Celebration at Russo's On the Bay



Once again the Local 94 Scholarship Dinner-Dance provided the perfect remedy for the bitter January cold. For 16 years now, Local 94 has feted the outstanding sons and daughters of its members, honored their parents and paid quiet tribute to our four brothers who lost their lives in the September 11, 2001 attacks.

In keeping with the vow to forever honor the memories of the four Local 94 engineers who made the ultimate sacrifice in their efforts to save others, a table with four place-settings, and four lighted candles was placed alongside the ballroom stage. "David Williams, Charles McGee, John Griffin and Vito DeLeo will always be a part of everything we do," said Business Manager and President Kuba Brown. "We will never forget them."

Brown then thanked the hundreds of guests who help support the gala and reminded one and all the Dinner-Dance was a night to celebrate accomplishment, perseverance, scholarship, optimism and growth. A great deal of that optimism has sprung from the amazing growth of the Local 94 Scholarship Program itself. Since the Local 94 Scholarship Program began in 1996 with the awarding of two scholarships, it has gone on to provide more than \$1 million in scholarships to 135 sons and daughters of Local 94 members!

Yes, there certainly was a great deal to celebrate. And, celebrate they did!

From the fabulous Russo's On the Bay cocktail hour featuring something for every taste to the sit-down dinner and open bar, to the music and entertainment provided by Bill and Mike Ouellette it was a perfect environment to catch up with old friends, make new ones and create new memories and look with hope to the future.

As Brown noted in introducing the young scholars the future is bright. "These young men and women are the future of our country. Once you meet them you'll understand why I believe our country is in promising hands."





A Lot More than Money Gained

in Landmark Hotel Trades Contract

by Mike Gadaleta / Kelly Drummond

Panic buttons for room attendants, guaranteed pay increases, and continued employer-funded health care for the next seven years attracted the headlines in the mainstream media. Those headlines were well deserved and the Hotel Trades Council contract is to be celebrated in this era where unions, health care and pensions are under constant attack.

And, the deal was certainly good news for the 800 members of Local 94B hotel employees covered by the agreement. There are some other items in the deal that are also cause for all union members to celebrate.

First and foremost is a “card-check/neutrality” agreement which will expand our rights to organize non-union hotels.

The “card-check/neutrality” process is a more fair and expeditious way to unionize hotels than the traditional organizing method of petitioning for a government-run union representational election. In card check campaigns, unions have access rights, so non-union employees have the opportunity to hear about the benefits of unionization in the workplace. Employers are effectively prohibited from terrorizing and intimidating employees who want to join the union. An arbitrator has the authority to determine whether the majority of employees want a union quickly by counting signed union authorization cards.

The Card Check provisions of the Industry Wide Agreement have been vastly improved in three different ways.

FIRST, the geographic reach of card check has been clarified to encompass 32 counties, including not only New York City, but also Northern and Central New Jersey, Long Island, and the region from New York City northward to Albany and Saratoga.

SECOND, the obligation of owners (not just managers) to abide by card check has been solidified.

THIRD, hotels can no longer use “corporate shell game” loopholes by creating a series of paper companies to avoid obligations under the IWA, including the card-check/neutrality provisions.

Check-off for voluntary PAC contributions

Another new provision in the contract will allow union-covered employees to make voluntary contributions, if they so choose, to the Union’s political action fund through payroll deduction.

Ever since the Supreme Court ruled in Citizen’s United that “money is speech” millionaires and billionaire’s have been pouring their fortunes into the election and re-election efforts of union-busting politicians across the country. While the payroll check-off PAC contributions are no match for

the one-percent’s billions, at least it will make it easier for voices of working men and women to be heard.

Here are some of the other significant highlights of the new seven-year Hotel Trades Council Industry-Wide Agreement:

- Guarantee the hotels will continue to pay the full cost of providing free family health care for the next seven years and that benefits will not be reduced.
- Hotels will have to continue to pay the entire cost of providing health benefits for workers and their families as they have in the past, without any employee contribution whatsoever, for the entire seven years of the contract.
- Hotels have committed to funding the construction of a brand new, state-of-the-art health center in Brooklyn.
- IWA has been modified to make clear that building owners, not just managers or operators, are bound to the contract as “employers.”
- Employees who go on extended medical leave can retain their absolute right to reinstatement for 52 weeks (double the current 26 weeks), and their right to be placed on a preferential rehire list for 208 additional weeks (also twice the current 104 weeks), with the right to be placed on a preferential rehire list, and to receive the next available position.
- Additional protections against managers and non-union workers doing the work of union-represented employees. It is now crystal clear that non-union staff may, under no circumstances, perform bargaining unit work if a union-represented worker is on layoff or reduced work week, or if the performance of the work otherwise disadvantages a union-represented employee.
- Enhanced grievance and arbitration rights. The grievance and arbitration process is the mechanism the Union uses to enforce the contract. The grievance and arbitration provisions have been enhanced by making it harder to: (a) delay a case from being heard by an arbitrator by refusing to meet about a grievance, and (b) challenge an arbitrator’s decision after the fact.



The contract which was overwhelmingly ratified last month goes into effect July 1, 2012 and continues until June 30, 2019.



The Time has Come

Enroll for Building Operator Level II Certification at Local 94

by Howard Styles / Bob Fantine

As the industry continues its trend to Green through legislation and certifications, the Local 94 Training Fund continues to take our green courses to a higher level. Currently, those who successfully complete our current Green Building Course earn a BOC Level 1 certification.

BOC Level II requires a distinct certification of its own. While BOC Level I certification provides a broad understanding of building systems Operation & Maintenance; the BOC Level II presents a more targeted training in troubleshooting and diagnostics, along with best practices in facilities management. Level II training teaches the skills to effectively analyze building systems to optimize efficiency and saves time and money.

Many states and local government's now require facilities operators and maintenance staff to be trained in energy efficiency techniques. Professional development through participation in credentialed training such as BOC not only raises our member's skill level, it is a plus for our industry.

Earning the BOC Level II credential demonstrates your commitment to the field of facilities operations and an in-depth knowledge that can be transferred to a variety of work settings.

To become Level II certified, participants must attend classes, complete class exams, and all assigned projects. The course has a value of 6.1 Continuing Education Units.

Eligibility for Level II Training

It is highly recommended that applicants for certifications have completed our core training in addition to Indoor Air Quality and Energy Conservation courses. Additionally candidates must have a BOC Level I certification and four years of experience.

The BOC Level II classes will be held at the Local 94 Training Center starting Wednesday, March 14th starting at noon. Our goal is to accommodate all BOC Level 1 graduates before enrolling other students. If you have not taken our Level 1 course, please enroll in the Green Building Course next semester.

High Pressure Boiler Course

Building upon the success of the Low Pressure Boiler course introduced at the Training Center several semesters ago, we will now bring our members to the next level. We started in January by offering a High Pressure Boiler course. Classes began January 18 and attracted a full enrollment.

Business Writing Course

With most of the engineer's time occupied by operation, maintenance and repairs there is little time and fewer opportunities to develop their writing skills. For those who can find the time, Local 94 is pleased to announce a new writing program offered in cooperation with the Consortium for Workers Education.

CWE has developed a course for workers who have moved up the ranks and now need to communicate more in writing.

Business Writing was originally designed for Local 94 Operating Engineers at the request of an employer. The course covers basic software training, (Microsoft Word and Outlook), email communication, memo and letter writing, common grammar and punctuation mistakes, design and layout of work using Word. Learning these do's and don'ts of written communication adds to existing basic skills and are often helpful for those of us who have worked with tools for years but not with computers and the written word.

The course would be especially beneficial for those members who work in smaller companies and after years of field work are now asked to use email or to write project reports. The Business Writing class started February 7th and will run for six weeks. We will inform you when we will run the class again.

Advanced DDC/BMS Course

Our Unit 5 is a course that teaches about controls and control strategies. We felt the need to develop a more advanced DDC/BMS course. The Advanced DDC/BMS course will focus on the latest technology and implement useful lab sessions. This is a 10-week course offered Monday evenings at 5 and Wednesday mornings at 8:30. There will be no fee for the class.

Reminder

Classes will start at the end of March, so please enroll as soon as possible. To enroll, please contact lucydelvalle@local94.com; or call at 212 956-4854.

Local 94 "Angels" Deliver Once Again for Hartley House



Hartley House Executive Director Nicole Cicogna accepts toys from Local 94 President Kuba, Vice President Thomas Costello and Toy Drive Chairman Jack Redden.

The members of Local 94 opened up their hearts for the annual Toy Drive bringing Christmas joy to hundreds of kids enrolled in Hell's Kitchen-based Hartley House. "The members of Local 94 have been angels to us," said Hartley House Executive Director Nicole Cicogna.

"When I first came here a few years ago I was told by my predecessor Local 94 were our angels. With each year's toy drive I understand what she meant."

Cicogna went on to explain what happens with all those toys once they were delivered. "The toys are distributed to the children who participate in our after school program. A program that serves children between the ages of 5 and 12 who live anywhere from 34th Street to 59th Street," said Cicogna.

Toys are also distributed to a group of other, often much younger children enrolled in the Hartley House family day care program. "Some of these children are as young as six-weeks old, so they don't get much use of the toys, but the program currently does serve children up to 12," she said.

And, Hartley House makes sure that no matter how many toys are donated from the drive, every one finds its way into the hands of a deserving child. "Any toys that aren't distributed during the holidays are given out at birthdays, or used as prizes at parties and other events including our day care and summer camp programs," Cicogna explained.

"Yes, we are very grateful for our Local 94 angels," said Cicogna.

Tee it up for the Scholarship Fund Spring Outing set for May 14th

The Local 94 Spring Golf Outing, an event so big it's played on two courses, will be held on Monday, May 14. Once again, golfers will head to Staten Island to play their rounds at either LaTourette or South Shore Golf Courses.

The day-long event starts with breakfast at your home course followed by 18-holes of golf featuring closest to the pin, long drive and other contests, lunch, plenty of prizes, gifts and give-a-ways. After completing their rounds, golfers from both courses will gather at the historic Old Bermuda Inn for dinner and awards presentations.

Entry fee is \$150 per golfer, that's \$600 for a foursome. Tee, green and other sponsorships are available. All proceeds benefit the Local 94 Scholarship Fund.

Make sure you get your entry in early to ensure you and your group will be able to play the golf course of their choice. For more information contact Jack Redden at (212) 245-7935.

Honest Buildings

An exciting new online
tool for the industry

We're excited to share news of a powerful new business platform that will connect you with your fellow engineers, owners, managers and service providers.

Honest Buildings is a rapidly growing network which currently lists more than 40,000 buildings (more than 10 billion sq ft) on its platform, including every LEED certified and ENERGY STAR building in the U.S., and a thriving community of service providers and building managers from all sectors of the built environment.

Locally they have partnered with Con Edison's Commercial & Industrial Energy Efficiency Program, and Local 94's BOC training partner the CUNY Building Performance Lab, to drive new opportunities for their members.

Once registered you'll be able to access this remarkably easy tool for discovering and vetting service providers, researching new products and technologies, and showcasing the work you've done to drive new business.

Don't miss out, visit Honest Buildings at: <http://www.honestbuildings.com/betainvite>. Registration is free.

ARE YOU BEING PAID THE CORRECT HOURLY RATE?

by Patricia Sheehan



Since 2007 newly hired Helpers covered by the Realty Advisory Board Agreement received a starting pay rate of 70% of the current Helper minimum rate. These Helpers are eligible for a 5% increase after each six months of employment, provided they are enrolled in and attending classes in the Training Program.

Helpers must present a certificate of satisfactory participation or completion of the Training Program in order to be eligible for each step increase until reaching the full current Helper minimum rate. Depending on your date of hire, this could mean up to three (3) increases per year until you reach full Helper rate (two incremental and the annual increase in accordance with the collective bargaining agreement).

If you are not sure you are being paid correctly, you can check by calling the Union Office at 212-245-7040. When you call please have your paystub and your start date readily available. Once provided this information the Union staff will be able to advise you if your employer is paying the correct hourly wage.

It is your responsibility to obtain a copy of the completion certificate for each class or the letter confirming your participation in the Program semester from the Training Program, and submit them to your employer to receive your increase. **(Please note your increase date is based on your hire date, not the date the course ends).** The Union Staff can provide you with a list of your scheduled increases and when they should be effective, provided you are enrolled in and continue to participate in the Training Program.

For example: John begins work as a helper new to the industry on 3/8/10. Provided he attends classes, his hourly rate would increase as follows:

Date	Percentage	Hourly Rate	Sick Fund	Monthly Dues
March 8, 2010	70%	\$17.89	\$0.53	\$40.26
September 1, 2010	75%	\$19.17	\$0.59	\$43.13
January 1, 2011	75%	\$19.55	\$0.60	\$43.99
March 1, 2011	80%	\$20.86	\$0.66	\$46.93
September 1, 2011	85%	\$22.16	\$0.72	\$49.86
January 1, 2012	85%	\$22.60	\$0.75	\$50.85
March 1, 2012	90%	\$23.93	\$0.81	\$53.84
September 1, 2012	95%	\$25.26	\$0.87	\$56.84
January 1, 2013	95%	\$26.02	\$0.90	\$58.55
March 1, 2013	100%	\$27.39	\$0.97	\$61.63

If you do not receive your increase, contact your Business Agent immediately. Keep your paystubs and compare them to the hours reported for you each month. Check that the rates being reported for the Sick Fund and Dues are correct. Some employers adjust the wages, but not the Sick Fund or Dues rates.

You can view your reported hours through www.ibenefitcenter.com. Once you login, click the "My Accounts" tab, and select "Payroll History Inquiry". This section will detail the hours reported for you to date this year.

Please remember, anytime your hourly wage increases, your monthly dues will increase as well. If you are on Dues Check-Off and your employer does not adjust the dues withholding, **YOU** are responsible for any unpaid dues. If you have any question about your monthly dues or your hourly wage, contact the Union Office at 212-245-7040.

Address Reminder

It is the obligation of every member to be certain that the Union and Benefit Funds have their current address, phone number, cell number and email address. Forms to update this information are available on the website, or you may call the Union Office (212-245-7040) or stop in to pick one up. The form must be fully completed and signed by the member.

Failure to keep the Union advised of your current address will result in \$50 fine in accordance with the by-laws.

Are You Lost in the Medical Plan Maze? This Guide Should Help

by Kathy Fisler



Emergency Room

Knowing when and when not to go to the emergency room can save a life, or can delay care for others with true emergencies and contribute to the high cost of health care. Millions of Americans use the emergency room for non-urgent care.

If you have a life-threatening health problem or your health could be seriously jeopardized if you don't receive immediate care, the Emergency room is the place for treatment.

If your condition is not urgent, check with your doctor first before going to the emergency room. If you use the emergency room only when appropriate it can reduce the Funds cost. Emergency room charges will be substantially higher than the cost of an office visit.

Medical Procedures

If you are having a simple procedure performed in a doctor's office or in a hospital please remember to ask if the provider you are utilizing participates with the Empire Blue Cross Blue Shield PPO network.

If you have services rendered by a non-participating provider you are responsible for the balance after the claim has been paid. That balance can be substantial if your provider does not participate with the Empire Blue Cross Blue Shield PPO. If you do choose to have the services rendered by a non-participating provider please remember to discuss what your costs will be prior to the procedures being performed.

Remember, doctors can withdraw from the plan at any time. For the most up to date list of participating providers please log onto Empire Blue Cross Blue Shield's website at www.empireblue.com. You can also find a link on the Local 94 website at www.local94.com.

Three Reasons to Choose In-Network Providers

Although some plans provide members with the option to use out-of-network providers, there are good reasons to select physicians and facilities that are part of the Empire network.

1. Lower Costs: Choosing in-network providers and facilities means members only have to pay co-payments or coinsurance, depending on their plans. And, in-network coinsurance is based on Empire's negotiated provider rates. Members who choose providers and facilities outside the network are responsible for the difference between Empire's allowed amounts and the fees charged. This difference can be substantial.

2. Patient Safety Standards: In addition to agreeing to accept negotiated fees, all in-network ambulatory surgery facilities must meet Empire's credentialing standards; be licensed by the State of New York; and meet the minimum patient safety standards established by New York law.

3. Ease of Payment: When a member goes to an in-network provider, payment for the covered services is sent directly to the network provider.

Members can find licensed, in-network providers and facilities that meet their requirements by going to "Find a Doctor" and first choosing their plan under "Select a Plan." Then Select:

PHYSICIANS for all doctors consisting of Primary Care Providers, Generalists, and Medical Specialists including Ophthalmologists, Oral Maxillofacial Surgery and Osteopaths.

OTHER HEALTH PROFESSIONALS for Nurse Practitioners, Oral Maxillofacial Surgery, Chiropractors, Midwives, Occupational and Physical Therapists, Podiatrists, Dieticians, Speech Therapists, Equipment Suppliers, and other providers not listed elsewhere.

HOSPITALS, FACILITIES, SERVICES AND EQUIPMENT for General, Acute Care, and Veterans Hospitals as well as Ambulance Services, Urgent Care Facilities, Laboratories, Hospices, Home Health Agencies, Clinics, Ambulatory Surgical Facilities, Renal Dialysis Centers, and Equipment Suppliers.

A Caremark Guide to Generic Drugs: Safe - Effective - FDA Approved

You just dropped a prescription off at your pharmacy and the person behind the counter asks you, "Is it all right to substitute this prescription medicine for the generic equivalent?" What do you say? What should you do?

No need to panic. Many people have questions about generics, but this is all you really need to know:

Generic medicines are proven to be safe and effective by the U.S. Food and Drug Administration before they can be sold.

What is the difference between a generic and a brand name medicine?

The short answer is, "All the money you save." The only real difference is just the name and price – and **GENERICS COST LESS**.

A brand-name drug is a new drug that is discovered to treat a medical condition. Before it can be prescribed to you, it has to be researched and developed, as well as reviewed and approved by the FDA. Once a brand-name pharmaceutical manufacturer has discovered a chemical that has potential to become a new medicine, they will usually get a patent for the medicine and its brand name. Most drug patents are protected for 20 years. The patent protects the company that first makes the drug. The patent doesn't allow anyone else to make and sell the drug. When the patent finally expires, other drug companies can start selling the generic version of the drug. But first, they must test the drug and the FDA must approve it.

The FDA says that all drugs must work well and be safe. Generic drugs use the same active ingredients as brand-name drugs and work the same way. The FDA puts all generic drugs through a rigorous, multi-step process to ensure they are the *therapeutic equivalent* of their brand name counterpart. That means a generic drug can be substituted and it will produce the same clinical effect, and meet the same safety profile, as well as other standards, as the brand-name drug.

Generic formulations undergo a rigorous FDA approval process

Here are just some of the FDA standards and practices that generic manufacturers must follow:

- A generic medicine must be the bioequivalent (performs in the same manner) of its brand name counterpart.
- A generic medicine must pass the FDA's review for both active and inactive ingredients.
- The manufacturing facility of the generic medicine must pass FDA inspection.
- The generic medicine must have the same active ingredients and be available in the same strength and dosage form as its brand name counterpart.
- The label of the generic medicine must include the same information found on the packaging of its brand name counterpart.
- Finally, the FDA continues to monitor the generic drug for quality control after it has been approved.¹

The FDA ensures your generic medicine is safe and effective before it can be prescribed to you. Often times a generic medicine looks different than the brand-name version. No need to worry. The size, shape, color or taste of a medicine does not affect its quality or effectiveness. Generic medicines are often plain white – not coated or colored to stand out like brand-name drugs. They look different because trademark laws in the U.S. do not allow a generic drug to look exactly like other drugs already on the market.

So, what do you do?

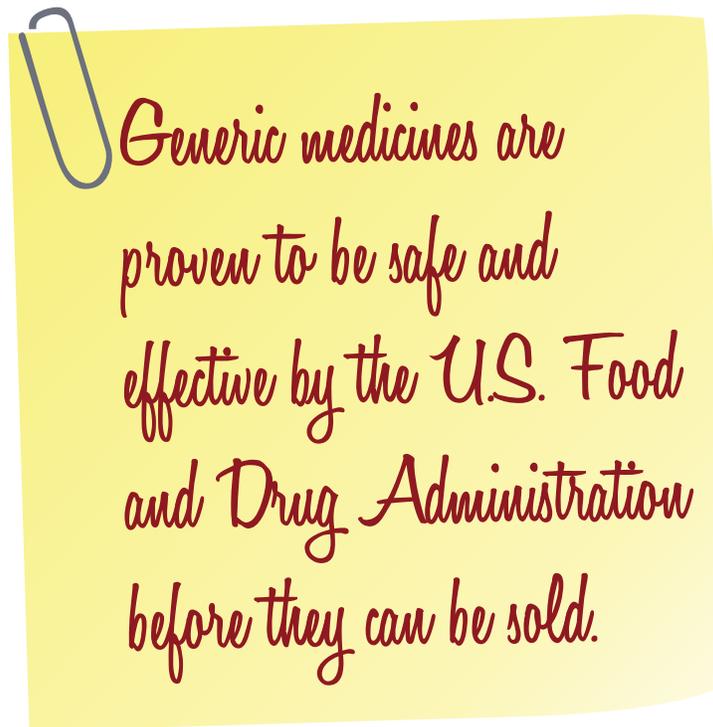
Let's go back to the scene in the pharmacy. The person behind the counter is waiting for your answer. What should you say?

You know the generic medicine is safe and effective. If you want to save an average of 30% to 80%* on your prescription, you'll say, "YES!"

The best thing about generics is how much money you can save. In our pharmacy benefit plan, we pay the lowest co-pay/cost share whenever we fill a prescription with a generic. And remember, you're not sacrificing safety or quality. Remember, you can Count on Generics® for the same brand quality at a lower cost.

To learn more about generics and how they impact your health and financial well-being, visit

Caremark at www.caremark.com/countongenerics; or www.fda.gov



Generic medicines are proven to be safe and effective by the U.S. Food and Drug Administration before they can be sold.



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International Union of Operating Engineers
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New York, NY 10036

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IUOE LOCAL 94 UPCOMING MEETING AND EVENT SCHEDULE

GENERAL MEMBERSHIP MEETINGS

Times: 8:30 AM, 2 PM, and 5 PM

Meetings are held at the Hotel Trades Council Auditorium,
305 West 44th Street

Wednesday, March 14, 2012

Wednesday, April 11, 2012

Wednesday, May 9, 2012

Wednesday, June 13, 2012 (Service Award Ceremony)

No meetings are scheduled in July and August

Wednesday, September 12, 2012

Wednesday, October 10, 2012

Wednesday, November 14, 2012

Wednesday, December 12, 2012

NEW MEMBER MEETINGS

New Member Meetings are held at the Hotel Trades Council Auditorium,
305 West 44th Street

Wednesday, May 2, 2012

(New Members Meeting start promptly at 4 PM)

Wednesday, October 3, 2012

(New Members Meeting start promptly at 4 PM)

CHIEF'S MEETING

Wednesday, March 28, 2012

5 PM

United Federation of Teachers

52 Broadway (Mezzanine)

SCHOLARSHIP DEADLINE

Monday, May 7, 2012

Applications are available at the
Local 94 website: local94.com (select Scholarship Fund)

RETIREMENT SEMINAR

Thursday, May 10, 2012

4-7 PM.

Hotel Trades Council Auditorium, 305 West 44th Street

SPRING GOLF OUTING

Monday, May 14, 2012

LaTourette or South Shore Golf Courses

Call: Jack Redden 212-245-7935

FAMILY PICNIC

Saturday, July 28, 2012

Pomona, NY

JOURNAL AD DEADLINE

Tuesday, July 31, 2012

Please mail or e-mail ads to Lisa Gualtieri (lisagualtieri@local94.com)

If you have questions please call Lisa at: 212.245.7040.

All ads will be on white background paper

(Note: the entire amount of your journal ad is tax deductible for federal tax purposes)

FALL GOLF OUTING

Monday, October 8, 2012

Pelham/Split Rock Golf Course, Bronx

Call: Mike Gadaleta 212-245-9649