



"The Brightest and the Best"

VOLUME 16, ISSUE 8

WINTER 2007

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**GENERAL
MEMBERSHIP
MEETING
DATES**

**Wed. Dec. 12th
8:30am, 2:00pm,
6:00pm
Clothing & Food
Drive
Toy Drive**

**2008
General Meeting
Schedule**

**January 9th
February 13th**
March 12th
April 9th
May 14th**
June 11th†
July-CLOSED
August-CLOSED
September 10th
October 8th **
November 12th
December 10th**

**** New Members
Meeting (4:00PM)**

**† Service Award
Ceremony**



Dear Brothers and Sisters:

Happy Holidays! I hope that you all enjoyed a nice Thanksgiving. I would like to take this opportunity to wish you and yours all the best this Holiday Season. On behalf of myself, the Officers, Executive Board and Staff of Local 94, may you all enjoy the holidays with happiness, health, and joy.

The Installation Ceremony of the Officers of Local 94 was presided over by General President Vincent Giblin on September 19, 2007. We were honored by his presence along with that of Dan McGraw, I.U.O.E. Director Region 1, Bill Duffy, I.U.O.E. Vice President & Business Manager Local 138, Jack Ahern, I.U.O.E. Trustee & Business Manager Local 30, Ed Christian, Business Manager Local 14, Jim Callahan, Business Manager Local 15, Joe Corso, Business Manager Local 211, Matt Weiler, Vice President Local 891, Tom Giblin, Business Manager Local 68, Ted Kulesza, Retired I.U.O.E. Regional Director, Tom O'Reilly, Retired Treasurer Local 94, Buddy Bowen, Retired Recording & Correspondence Local 94.

In addition to performing the installation, General President Giblin spoke eloquently of the great tribute an unopposed election was for the Officers of Local 94, and the great turn out for the ceremony was a testament to the support they inspired in the membership. He urged members to become an active part of this Local and to become politically active in support of this and all unions. It was a wonderful event, well celebrated with friends and family.

The Fall Golf Outing in support of the Local 94 Scholarship Fund was held on October 1, 2007 at Split Rock in Pelham Bay. It was a sell-out and a beautiful day was enjoyed by all. Special thanks to Mike Gadaleta and Henry Augustine for a job well done.

After long, difficult, and contentious contract negotiations, which resulted in our members striking from October 15th until November 9th, the contract with Co-op City Power Plant was finally settled and ratified. We would like to wholeheartedly thank all who worked towards this successful resolution. That includes the members employed at Co-op City, the Business Agents, fellow members who came out to support them at the picket line and at the rally, and the office staff and last, but certainly not least, the trades who walked out for two weeks in sympathy of our cause. The unity and solidarity afforded us by Ed Christian of I.U.O.E. Local 14, Chris Erikson of I.B.E.W. Local 3, Jack Torpey of Steamfitters Local 638 and Bob Seeger of Millwrights Local 740 was reminiscent of labor long ago, and we must not forget their support in our time of need. Should they ever need our support, we must answer the call and rally to their side.

Several other contracts have been settled recently, and they include Staten Island Hospital, Mary Immaculate Hospital, and Peter Cooper Village (Stuyvesant Town), which converted from an independent contract to an RAB contract.

The transition to the Sele-Dent PPO Dental Plan on June 1st 2007 went smoothly. Participants are now able to use Sele-Dent PPO participating providers by paying co-payments as opposed to being balanced billed by these dentists for dental services provided.

(continued on page 2)

Business Manager's Report (continued)

The Sele-Dent participating providers combined with the Local 94 participating providers has increased the Fund's network dramatically.

The Trustees of the Annuity Fund have announced their decision to select Putnam Investments as the service provider for the Annuity Fund effective January 2, 2008. During the transition, all participant's accounts will be transferred to Putnam with 50% remaining in the Trustee-Directed Local 94 Annuity Fund and 50% invested in a Putnam Retirement Advantage Portfolio that is appropriate for the participant based on his/her current age and the assumption that the participant will retire at age 62. Once the transition is complete, which we expect to be the week of January 21, 2008, participants will have the ability to change their investment allocation among any of the funds offered in the investment lineup. Participants will have access to their account online and via telephone to make investment decisions of their choice. You will be receiving information from Putnam detailing this transition and the options available. You are encouraged to review this information in detail and attend one of the several educational seminars with your spouse (if you are married), in order to make sound investment choices affecting your future.

A Chief's and Assistant Chief's Meeting was held on November 8th, which was well attended by 150 Chiefs and Assistant Chiefs. There were presentations regarding NYSERDA, "Green" buildings, the CUNY college degree program, the PAC Fund and Putnam Investments. Thanks to Tom Hart and John Kramer for putting together such an informative agenda.

In this time of holiday celebration, we would like to remind you of the following events, for which we respectfully request your generous support and participation in order to make them successful:

Food Drive—canned and packaged goods can be donated at the Union Office or at the December Membership Meetings

Coat Drive—coats can be donated at the Union Office or the December Membership Meetings

Toys for Tots—bring new, unwrapped toys to the December Membership Meetings.

All members are urged to be as generous as possible for those less fortunate as we are. Any questions regarding these drives should be directed to Jack Redden at (212) 245-7935.

Please note, as previously announced, we are having General Membership Meetings three times a day on the second Wednesday of the month for the next several months. Having these meetings will allow more members to participate. In an effort to make the morning meeting more accessible to members who work the night shift, as of December the morning meeting will begin at 8:30 a.m. rather than at 9:30 a.m. The meetings will be held at 8:30 a.m., 2:00 p.m., and the usual 6:00 p.m.

Finally, all members are urged to contact John Kramer at 212-245-7904 for tickets for the **12th Annual Scholarship Dinner Dance**, which will be held on **Friday, January 11, 2008** at **Russo's on the Bay**. This great event is always a complete and early sell-out, so get your tickets now, and do not be disappointed. This is always a terrific evening in support of our Scholarship Fund which in turn helps support fellow members' children.

Please join me in congratulating the 2007 Local 94 Scholarship recipients who will be honored at the upcoming Dinner Dance:

Danielle Carroll
Brittany Clahane
Joseph Czop
Jason Densky
Thomas Horan

Meredith Leverich
Brendan O'Boyle
Jacqueline O'Reilly
Albert Rigosi
Lori Weiss

Please pay close attention to Robert Fantine's article "Red Alert - Attack on Your License". This will affect our licensing and job security in the future.

In closing, I would like to thank all of the members for their ongoing support of myself and the Officers, Executive Board and Staff of Local 94. On behalf of all of us, I would like to wish each and every member and their families, a truly wonderful holiday season, and a very happy, healthy, and prosperous New Year!

Fraternally Yours,

Kuba J. Brown
Business Manager / President, I.U.O.E. Local 94-94A-94B



Political Action, Publicity Vital Unions Must Get Message Out

By NEAL TEPEL
THE CHIEF

A successful labor organization projects an image of strength and importance. The perception that a union has political muscle is a tremendous asset to achieving goals and objectives. The abilities to promote a legislative agenda, negotiate with employees, resolve grievances, develop relationships with public officials, are all linked to the perception of political influence.

The image of a labor organization is shaped by design, not chance. This requires sophisticated organizational management, effective utilization of technology, and union representatives who are courteous, knowledgeable and professional. A highly-organized operation, regardless of size, can be a political powerhouse. The successful union should have the capacity to instantaneously communicate with members, legislators, common interest groups, and news reporters. Regular technological improvements may be needed to provide efficiency and effectiveness in the communication process.

Communicating High Up

A comprehensive political and media operation is a necessary component for a union. Gaining the ability to communicate at the highest levels of government is invaluable and needs to be a goal of every political program. Building allies in community-based organizations is also important.

Worker priority issues are often similar to the concerns of local communities and can be disseminated to media outlets through a variety of sources or affiliated associations. Developing a working relationship with representatives of the press is time-consuming but pays dividends. Advertising in local newspapers should always be an option and is particularly effective when combined with news coverage, a political campaign, and support from the community.

An essential part of city and state lobbying must include not only relationships with the Mayor, Governor, City Council, and State Legislature, but also the City and State Comptroller's Offices, Public Advocate's Office, city and state agencies, and political parties. Although it's important to lobby at the state level for funding or needed legislation, follow-up activities must take place within city government in order to complete the process.

Persistence Pays Off

The key to success is often visibility and persistence. Participation and attendance at hearings and meetings regarding municipal and community services, government operations, and city budget, are an important part of gaining influence. Even attending the Mayor's bill-signing ceremonies can provide necessary visibility.

A labor organization's membership resources can become very potent when combined with technological advances in political strategy. Today we can easily track member information including their voting and legislative home and work districts. A variety of systems allow us to communicate easily with members through blast e-mailing, call-outs, fax communication to work sites, Web availability, and other methods of reaching constituents.

Harnessing the manpower of a labor organization in promoting a legislative agenda becomes particularly valuable when matching members to legislative districts.

Getting Officials' Ears

There are many tools available to unions for the dissemination of information. Legislative receptions, lobby day activities, and conferences can be effective ways to communicate concerns and gain support. A union's endorsement process is an opportunity to discuss issues with future legislators. Distributing a newsletter to selected groups as well as members allows for union information to reach a broader constituency. Web pages and search engines now provide a mechanism for interactive communication between a union and the public.

Building an influential union requires a broad intergovernmental strategy as well as a comprehensive plan to utilize membership resources. Political and media effectiveness when used prudently can be tremendous assets to a labor organization.



Joe Grillo

In Memory of Joseph Grillo 1938-2007

It is with deep sadness that we inform you of the passing of Joe Grillo, retired Financial Secretary of Local 94. Joe was a long-time member and friend of Local 94. Joe became a member of Local 94 in May of 1970. For eighteen years, he worked as a stationary fireman at P.S. 116 in Manhattan. He relocated to Marta Valle Junior High School in lower Manhattan, where he worked for 17 years. Joe was on the Executive Board for over twenty-five years.

Joe is survived by his wife, Barbara, their two children, Loretta and Vinny, and three granddaughters.

Editor's Corner



Thomas Costello
Vice President,
Commercial Delegate

Many Thanks

On behalf of the Executive Board, I would like to thank the membership for your overwhelming attendance and support at the nominations meeting in May. We will continue to work diligently for our members in the coming years. Our goal is to defend workers' rights, secure financial growth, increase our membership, provide skilled training, and in turn, make Local 94 larger and stronger. It is an honor to serve this great Union and again, we thank you for the support.

As you know, our Union has faced recent increasing challenges with contract negotiations. Because of these challenges, you have been called upon recently to support your fellow brothers at Co-op City, The New York Post, and Riverside Blvd. Thank you to all who have answered the call and attended rallies and picket duty. We must realize that what happens to one happens to all. When called upon in the future, please keep in mind that this is the philosophy of a union.

Other challenges we are facing are the increasing health care costs and the weakening of current laws that would directly affect our industry. This is why the Political Action Fund (PAC) is vital to our Union and your support is needed.

With your support, we will be able to overcome these and future challenges.

Finally, my family and I would like to wish you and your family health and happiness in this holiday season and throughout the New Year.



Thomas Hart
Commercial
Delegate

As we settle into the 2007 Holiday Season, I find it hard to believe in a short time we will be ringing in the New Year. This time last year, we were in Operation Deep Freeze, working towards getting a fair contract for everyone covered by the Realty Advisory Contract.

Once the contract was ratified, we went right into the election of Officers for Local 94. I would like to thank everyone that turned out to support the fine group of Officers and Executive Board members here at our great Local. I consider it an honor to serve Local 94 and our members. I will remain committed to continue to fight for the working men and women of our Union.

From my family and myself I would like to wish everyone a happy and healthy Holiday Season.

Chief Meeting

Upon taking office, Business Manager Brown promised to keep the membership informed of any issues affecting Local 94. Keeping true to his promise, a second Chief's Meeting was held at 52 Broadway the home of the United Federation of Teachers. Over 150 Chief and Assistant Chief Engineers were in attendance.

Information was introduced on several different topics.

Mr. Zack Stern, one of the instructors for our Training Fund, was on hand. He demonstrated a new gauge set that we have received from NYSERDA to train Local 94 members on. It is a computer based device that will be on the market soon.

CUNY representative, PHD Debbie D'Amico, was on hand to introduce the College Degree Program offered to the members of Local 94.

Mr. Andy Padigan of the Stevens Winters Group was also among the guest speakers who discussed the importance of the Green Movement. He will be helping Local 94 develop the training for our members in the fast changing Green World.

Putnam had Mr. Arthur Georgantas and Mr. John Dabrowski on hand to introduce the Self-directed Annuity Fund. The structure of the Annuity Fund will be changing in January 2008. Please watch for future announcements. Mr. Ray Macco spoke on the importance of being involved in the Political Action Fund. He presented a PowerPoint presentation on several topics that affect the engineers of Local 94.

(Continued from page 4)

Overall, the chief and assistant chief engineers that were in attendance were very satisfied with the information and look forward to the next meeting.

From my family and myself I would like to wish everyone a happy and healthy Holiday Season.

School Division



Jack Redden
School
Delegate

I would like to sincerely thank my brothers and sisters of our Union for supporting me as well as the entire Executive Board for another three-year term. I would also like to thank Kuba Brown, our Business Manager / President, for having me on board as a Business Agent for our School Division.

I have been the Guard for Local 94 for the past nine years and a Business Agent for the last five years. In the past three years, I am proud to have witnessed the membership stepping up to the plate when you have been asked for support. The support I have seen in the last three years is more than I have ever seen in my twenty years as a member of Local 94. I thank you for that support.

In the past three years, we have had great attendance at rallies and picket lines. With your help, the Agents and Officers have been able to start a Chief and Assistant Chief's program; we also have had a good response to our newly adopted shop stewards programs. The Deep Freeze Strike Committee, which was formed in the fall / winter of 2006, is still in effect and I hope it becomes even stronger for our future negotiations. These programs were produced by the time and effort of our Agents and Officers. In return for this time and effort, the membership has displayed their show of support resulting in record-breaking attendance at the POST, Trump, and CO-OP rallies.

The Executive Board, as well as our Training Directors and Instructors, have been on top of every aspect of the various city codes that are under attack the last couple of years. These range from fire codes to electrical codes to the validity of our Operating Engineers license.

Weekly staff meetings are held on Friday mornings by our Business Manager. This allows our Agents and Directors to stay abreast of possible obstacles that may interfere with the quality of life for our Union and the membership.

Relationships are growing stronger with our brother operating engineers locals in the New York City area as well as out of area locals. In the past year and a half, we have also developed a stronger bond with various trade unions in the New York City area. Because of this bond, we received their support at our last couple of picket lines. In fact, some trades walked off the job to support our Union for two weeks at Co-op City. There may come a time in our future that we will be asked for support from our fellow trade unions and I hope we will be there for them.

Another important topic is the great need for your participation in the Local 94 PAC Fund. This is needed to urge the politicians who, for a lack of a better term, have "THE JUICE" to vote and control the rules, regulations, and codes, needed to maintain our livelihood. We all know what is needed to obtain their attention. Whether you like it or not it is a reality. Please take part in our PAC Fund; it is a much-needed tool in our fight to keep our jobs and future jobs for us and our families. Approximately \$50 per year is the cheapest form of "INSURANCE" to protect our trade for us and our families.

In closing, just three quick commercials:

Local 94 has started a "coffee club." They meet for one hour (5-6 P.M.) on the second Wednesday of the month in the Training Center. This club has been doing well since its inception about a year and a half ago. For details, please call me at (212) 245-7935.

The Local 94 Pipes and Drums are also doing fine. However, we could use a few more members. Both pipe and drum lessons are given. They meet every Tuesday night starting at 4:30 P.M. on the second floor of the Union Hall.

Lastly, we will be collecting new, unwrapped toys, canned and dry goods, and winter attire from now until the December meeting. These items will be delivered to St. Malachy's Church and Senior Center as well as The Hartley House on Friday December 14 2007.

Kris, Kellianne, Katie, and I would like to extend our wishes for a safe, healthy, and happy holiday season to you and your family. Also, please remember in your prayers the men and women of our armed forces at home as well as overseas, not just during the holiday season but all year.

God Bless Joe Grillo, God Bless Our Union and God Bless America.

Important Union Dues Information



Please be advised, effective January 1, 2008, any worker that works at least one (1) hour in any payroll period will be required to pay full dues for that period. This applies to any employee working in Local 94's jurisdiction regardless of title or Local Union affiliation.

By Ray Macco
School Delegate

If you are working another job in Local 94's jurisdiction, other than your full-time Local 94 job, you should be paying maximum dues. You are responsible to pay maximum dues during any month in which both jobs report at least one (1) hour.

If you are working two jobs in Local 94's jurisdiction, please contact the Union office to have your dues adjusted accordingly.

Effective January 1, 2008 the **minimum** dues for a **commercial** worker will be the full scale helpers dues rate. All helpers that are working at a reduced hourly rate will have to pay dues based on the full helpers rate for that contract year. Effective January 1, 2008 the full helpers dues rates will be \$54.09.

The maximum dues for 2008 will be \$70.00.

On a personal note:

I would like to thank all the members that came out to support me, as well as the entire executive board on our re-election. It is my pleasure to serve you.

Political Action Fund

The attack on Labor in our country and this city continues. In a highly anticipated trilogy of decisions, the U.S. National Labor Relations Board ("NLRB" or "Board") has clarified what it takes to push lead persons, work foreman, charge nurses and similar arguably gray line employees into "supervisor" status. Such employees, regardless of title, will be deemed "supervisors" if they (A) assign or (B) responsibly direct other employees and in either case (C) use independent judgment (forming a discretionary evaluation on assigning or directing which is not routine or clerical), (D) for at least 10-15% of the "supervisors" work time. Terms (A), (B) and especially (C) are explained with examples at length in these cases, known as the "Kentucky River Trilogy," a follow up to the Supreme Court case, which the Board applied in its clarification. *Oakwood Healthcare, Inc.* 348 NLRB No. 37; *Beverly Enterprises d/b/a Golden Crest Healthcare Center*, 348 NLRB No. 39 and *Craft Metals, Inc.*, 348 NLRB No. 38.

There is much speculation regarding the long-term effect of these cases. Clearly, it will now be easier for employers to keep certain skilled or responsible employees from union representation, but which ones and how many will only be determined over time as the Republican majority on the Board applies the new test to different situations. However, given the many facts and circumstances to be analyzed, the Trilogy may have further muddied already murky water. Unless they work together, employers and unions may find costly litigation inevitable, appeals unavoidable and tremendous confusion.

Every Chief, Assistant Chief, and Fireman should pay close attention to these decisions. We need to be involved to thwart any attempt to remove you and any other union covered supervisors from any union! It is crucial that you realize the impact of these decisions on every union, in every industry. The impact of decisions like these may be critical if we do not promote a legislative agenda and partner with our elected representatives to make sure the direction in which they are headed does not become a reality.

All members are urged to get involved with the Political Action Fund financially and as an activist. The Union is hoping Union members would consider donating approximately \$50 a year. You have the choice of having a deduction from your paycheck as per the collective bargaining agreement, or sending a check directly. In either case Federal law dictates that a Voluntary P.A.C. fund form must be filled out. These forms can be obtained from the Union office.

Our International has provided us an opportunity to receive \$1.50 for every \$1.00 that we collect for our Federal P.A.C. Please take this opportunity to be a part of the solution and not part of the problem.

If you have signed up for the P.A.C. Fund and your employer is not withdrawing the money from your check please contact your Business Representative.

Hotel Division

Operating Engineers & Confined Spaces



To have an Operating Engineer die from asphyxiation in a confined space would be a senseless tragedy. This can happen in your building; know the rules, so you can prevent this type of tragedy.

Example:

Michael Gadaleta
Hotel Delegate

An engineer trying to repair a pump or clear a blockage in the sewer line is overcome by hydrogen sulfide fumes. He falls and another engineer looking down from above attempts to go down and rescue him. He is also overcome by fumes. In order to avoid a situation such as this, an engineer should always be aware of his surroundings and the environment of the building.

"Confined space" is defined as a space that:

- (1) Is large enough, and so configured, that an employee can bodily enter and perform assigned work; and
- (2) Has limited or restricted means for entry or exit (for example, tanks, vessels, silos, storage bins, hoppers, vaults, and pits are spaces that may have limited means of entry.); and
- (3) Is not designed for continuous employee occupancy.

Employer responsibility:

If the employer decides that its employees will enter permit required confined spaces, the employer shall develop and implement a written permit space program that complies with OHSA. The written program shall be available for inspection by employees and their Union authorized representatives.

On a Personal Note

I would like to thank the general membership for allowing me to serve you for an additional term as an Auditor on the Executive Board. It has been a great pleasure for me to serve this great Union for twenty-one years. I will continue to work as hard as I can to advance the interest of our trade and organization. The role of a union leader is becoming more difficult every day with certain government leaders constantly attacking labor on all fronts. Remember, if it were not for union labor, this country would not have a middle class.

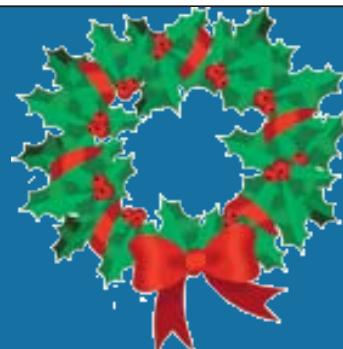
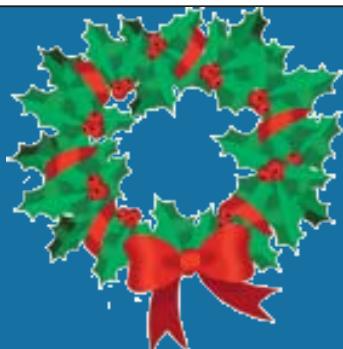
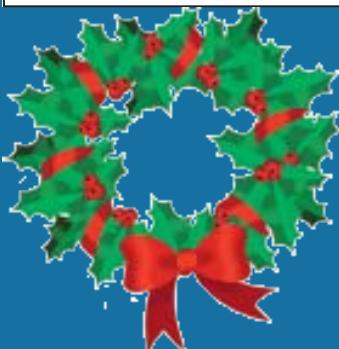
Fraternally,

Mike Gadaleta



I would like to take this opportunity to thank the members of Local 94 for re-electing me to the Executive Board. It is and has been an honor to be the first female Representative in the International in the Northeast. As always, I will do my best to serve you.

Kelly A. Drummond
Hotel Delegate



Co-op City Members Hold the Line



On Monday, October 15, 2007 the men at the Co-op City Power House voted 35-0 to strike against the contract that was presented from the Riverbay Corporation.

Together we stood tall, fighting to preserve the future for the next generation of engineers to follow in their proud footsteps.

John Kramer
Commercial
Delegate

The issue was not about money or health care, this strike was about maintaining jurisdiction over the new cogeneration plant. The Riverbay Corporation is building a supplemental 40 mega-watt cogeneration plant, completion of this plant is expected in early 2008. Upon completion of the plant, Riverbay will have the capability to generate power and sell the surplus electricity back to produce income for the facility.

The picket line was sustained at all times by the thirty six members at the plant, and at least one business agent as well as the many members that rallied around the cause in solidarity. Special thanks to those who came out and walked the line in support of their fellow members.

To display our solidarity, on Tuesday, November 7, 2007 Local 94 members hosted a very successful rally at Co-op City. Over 450 members gathered at a shopping center near the complex. Four buses provided transportation to and from the rally for members who needed it. Members also used mass transit and their own personal vehicles to attend this event in support of their fellow members. The support and sacrifices made by those who attended are much appreciated. The rally really captured the attention of management and assisted us in obtaining a contract with a positive outcome.

In fact, this labor action proved to be the turning point in the negotiations. On Friday, November 9, 2007 at about 10:30PM the members at Co-op City ratified an agreement which held the manning clause at 36 men as a minimum, a 3% increase across the board and health & medical benefit increases to mirror the Realty Advisory Board.

The most important accomplishment is that we will continue to maintain jurisdiction over the new supplemental cogeneration plant. We could not have achieved this success if it were not for the tremendous show of solidarity from the membership of Local 94.

Rally at Co-op City



Your Executive Board



(From Left to Right), Eddie Garcia, Jack Redden, Kelly Drummond, Mike Gadaleta, Bob Zimmer, Ray Macco, John Kramer, Tom Hart, Tom Costello, Kuba Brown, Anthony Fasulo, Gerard Streicher, Manny Estrada)

On Wednesday, September 19th, Business Manager, Kuba J. Brown welcomed General President Vincent Giblin and thanked him for attending the ceremony and performing the installation ceremony. President Giblin recognized the outstanding job that Local 94 members have done in the labor industry and encouraged everyone to stay united. The evening ended with a big pipe band presentation and food and refreshments were served.

Thank You



I would like to thank the membership of Local 94 for nominating and electing us for another three years. As an Executive Board member representing the School Division of Stationary Engineers and Firemen, I intend to work very hard with the President, School Delegates and the entire Executive Board to improve the salaries, benefits, and working conditions in the school system.

Hopefully in the future, we will see more participation from the school workers at our General Membership Meetings and other various events throughout the year.

Sincerely,

Gerard Streicher,
Union
Trustee

Gerard A. Streicher
Executive Board

The Health and Benefit Fund



Please remember, effective June 1, 2007 Sele-Dent, Inc. now supplements the current Local 94 Network of Participating Dentists. You may still visit an existing Local 94 Participating Dental Provider and receive all covered dental services with no out-of-pocket expenses. If you choose, a provider in the Sele-Dent Inc. PPO Network there will be applicable co-payments. If a dentist is a participating dentist in the Local 94 Network and the Sele-Dent, Inc. PPO Network then the provider will be reimbursed at the Local 94 fee schedule with no out of pocket costs to the participant. If you choose a dentist not in either the Local 94 Network of Participating Dental Providers or the Sele-Dent, Inc. PPO Network, you will be reimbursed according to the Local 94 fee schedule.

Kathryn M. Fisler
Health & Benefit
Trust Fund
Administrator

Note to Participant:

- A pre-authorization is required for all dental procedures performed over \$500.00. If you do not have a pre-authorization for dental procedures performed and the work is not approved when submitted for payment you could be responsible for the charges.
- If you have paid co-pays for a Local 94 Participating Dental Provider or experienced any problems with the Sele-Dent network please contact the Local 94 Dental Claims Processor, Milly Rivera, at 212 331-1867.

The Health and Benefit Fund has the capability to have your retiree premiums, self-pay PPO premiums and COBRA premiums automatically deducted monthly from your personal bank account. If you wish to have this monthly premium automatically debited from your account please contact the Fund Office and the necessary paperwork will be sent to your attention. If you do not wish to have these monthly premiums deducted from your account you may continue to pay the premiums directly to the Fund Office.

Also as a reminder, effective 1/1/06 a new prefix was given to all **active** Commercial and School members on your Blue Cross Blue Shield Identification Card. The prefix on your card should be **IOE** followed by your own unique identification number. If your identification card for Blue Cross Blue Shield does not have this prefix you should request a new set of cards by simply accessing the Blue Cross Blue Shield website at www.empireblue.com or contacting the Fund Office. The prefix on your Blue Cross Blue Shield Identification Card for all eligible Retirees is **YLA** followed by your own unique identification number. On another note, if you are experiencing any difficulties with Blue Cross Blue Shield please remember to contact the Fund office to speak to a claims processor. The claims processors are available on a daily basis for any questions regarding Blue Cross Blue Shield or any other areas of your medical coverage.

If you have recently been married or had a child please remember to send in the necessary documentation so your dependents can be enrolled for medical coverage. If you are divorced, it is your responsibility to notify the Health and Benefit Fund of your divorce. This includes sending the Fund a copy of your divorce decree.

Please update your Health and Benefit Fund beneficiary information. You can download the beneficiary form at www.local94.com or request the form directly from the Fund office.

All unmarried, dependent children age 19 to 23 who are enrolled, on a full time basis (that is, taking at least 12 undergraduate or 9 graduate credit hours) in an accredited college, university, trade or vocational school, which leads to a degree, or certification in a course of study are entitled to the same level of benefits as dependent children under age 19. You must submit documentary proof that they are enrolled on a full-time basis. Please visit www.local94.com to see the documents, which are satisfactory proof.

The Annuity Fund



Great news! New provider coming soon to the Local 94 Annuity Fund.

In an effort to provide a retirement savings plan that helps Local 94 Annuity Fund participants* prepare for their future financial security, the Trustees of the Local 94 Annuity Fund, are pleased to announce that, effective January 2, 2008, Putnam Investments ("Putnam") will provide fund management and recordkeeping services for the Local 94 Annuity Fund.

Patricia A. Sheehan
Annuity Fund
Administrator

For 70 years, Putnam has been serving the needs of its clients, including more than 70 Taft-Hartley Defined Benefit and Defined Contribution plans. Today, Putnam is known as a leading provider of Taft-Hartley plan services in America. The Trustees are confident that this change to Putnam will benefit Local 94 Annuity Fund participants by providing enhanced retirement services and participant-directed investment choices.

Upon the completion of the transition to Putnam, which we expect to occur during the week of January 21, 2008, you will be able to direct the investment of your account and future employer contributions by electing among 11 pre-diversified Putnam investment funds, a variety of fund options from other management companies, and a Local 94 Trustee directed Annuity Fund investment option. If you do not make an investment election, 50% of your account balance and 50% of your future

(Annuity Fund Article continued)

contributions will be invested in the Local 94 Trustee directed Annuity Fund option and the other 50% of both your account balance and your future contributions will be invested in the appropriate Putnam Retirement Advantage Portfolio based on your date of birth and assuming a retirement age of 62.

In the coming weeks, you will receive more information about the Local 94 Annuity Fund's transition, including a detailed newsletter addressing questions you may have about your account balance and the new investment lineup. In addition, representatives from Putnam will be offering educational workshops from December 2007 through February 2008 to provide information about the transition and your new investment options.

It is anticipated that the new services and options will help you pursue your retirement goals with ease and confidence. Watch for additional information in the coming weeks.

*Includes all persons who have an account with a balance.

Training Center



With the holidays approaching, the Training Center would like to remind our current students that enrollment for the spring semester will begin on December 17, 2007. All students who register early will have a much better chance of attending their preferred class from the schedule of classes.

Howard Styles
Training
Director

The Critical Systems Course began on September 18, 2007. This course is the first of its kind for our Local. With so many of our facilities having equipment and data that is considered critical, we are training our engineers to ensure that those critical systems do not lose power at any time. We are receiving positive feedback concerning this new 15-week class. Currently, there is a waiting list for the Critical Systems Course. If you have a desire to enroll in the Critical Systems Course, please place your name on the waiting list.

The Mechanical Drafting course also began in September. This course along with the Energy Conservation Course is included in the 15 college credits granted from NYC Technical College. It is focused on familiarizing students with mechanical drawings. We are receiving positive feedback from the students about this course as well. As with the Critical Systems Course, you will need to place your name on a waiting list in order to enroll in the Mechanical Drafting Course.

We would like to hear from you. If there is a function you performed in your facility that is newsworthy and was directly related to something you learned from our Training Program, please let us know. We would like to include information like this in our newsletters.

Lastly, we hope to offer a Green High Performance Course by next semester. Because of our industry, we are affiliated with many organizations that are promoting green. Local 94 has been mentioned in the recent publication "Growing Green Collar Jobs." This publication is a product of the Urban Agenda & Apollo Alliance. The piece was done on Meghan Whalen who is one of our engineers working at MetroTech Center in downtown Brooklyn. Congratulations Meghan, keep up the good work.

Red Alert - Attack on Your License



Several years ago, New York City decided to overhaul the 1968 building codes including the fire code. They wanted to streamline and modernize the code. A model code program was established and the city council introduced law 478-A to adopt the new codes based on international codes. These codes were then reviewed and modified for the unique needs of New York City's dense urban environment. Technical committees and advisory committees were created, comprised of labor, industry, real estate, and government representatives.

Robert Fantine
Training
Director

The requirements for when a system needs a refrigerating system operator are included in the fire code. Since this law is of utmost importance to the members of Local 94, Business Manager Kuba Brown decided we needed representation on the fire code advisory committee. Business Manager Brown and I were appointed to the committee. We reviewed all aspects of the fire code and presented comments. In fact, initially there was a "gray area" in regards to the definition of when a refrigeration machine needed personal supervision. To "clearly" define the requirement, we proposed a change to the definition which was implemented.

After all chapters were reviewed and revised, the assumption was that the fire code was finished. However, approximately two months ago, all fire code advisory members received notification that a special amendment to the licensed refrigeration machine operator was being considered. A professional HVAC design engineer from the mechanical code technical committee presented a change to the present law requiring licensed operators. Under current requirements, when a system has more than 15 hp and the aggregate exceeds 100 hp an operator is required. In addition, when a system is more than 50 hp an operator is required. The proposed change would only require a licensed operator when a machine room is required by the newly adopted Mechanical Code. In essence, this would eliminate direct systems from ever having licensed operators no matter how much hp there is or how much refrigerant is contained within.

On October 29, 2007 a special committee meeting was called to discuss this amendment. To add injury to insult, the professional engineer made a further suggestion that even if the system required a machine room that the hp for a single system would have to exceed 1000 hp before a license was required. As unbelievable as this sounds, these are the facts. The meeting was attended by Kuba Brown and I, and fellow committee members from Local 30, the professional engineer who proposed this amendment and other professional engineers from the mechanical committee. Members of FDNY Technical Committee were there to listen to the arguments for and against the amendments. After an extremely lively debate, the FDNY decided further discussion was needed. We stopped them from putting this insanity into law for now. We will do everything in our power to stop these amendments permanently. The safety of New York residents and tenants could be put at risk by eliminating licensed operators. We will keep everyone informed on future developments.

Upcoming Local 94 Events

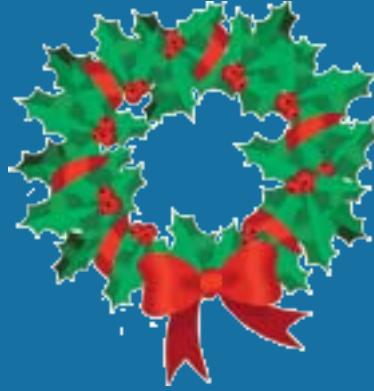
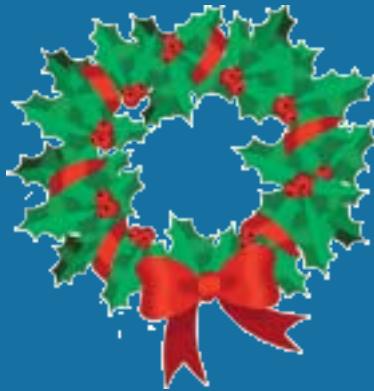
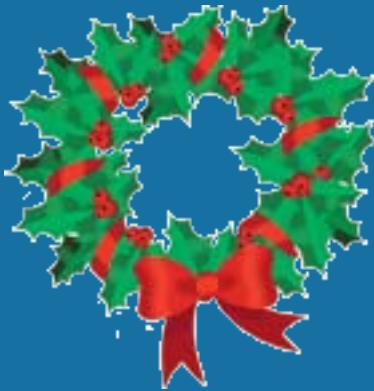


**Clothing and Food Drive
Toys for Tots Drive**
December 12th 2007 meeting
For more information
Contact Jack Redden
at (212) 245-7935 or
Eddie Garcia at (917) 710-4264



Scholarship Dinner Dance
At Russo's on the Bay
Friday, January 11th 2008

For Tickets call
John Kramer at (212) 245-7041



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