



THE CUTTING EDGE

WINTER/SPRING 2026 | Vol. 34, No. 1

NEWSLETTER



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Kuba Brown

Business Manager's Report

Brothers and Sisters,

It is with mixed emotions but with a great degree of satisfaction and anticipation that I write to you. While it seems like yesterday, it was almost 55 years ago—in 1971—that I got my start in the New York City stationary engineering industry as a helper, and of course was inducted into the membership of my great union, IUOE Local 94, 94 A, 94 B.

Those of you who know me know well, know that I am ill at ease talking about myself and about my successes over a wonderful, exciting and fulfilling five plus decade career as a stationary engineer and local union officer, as well as serving as co-chair for Local 94's health fund, annuity fund, training fund, and scholarship fund.

Put simply, I gave every ounce of my being and energy to every rank-and-file job I ever held, and then some, when entrusted with protecting and preserving the assets, jurisdiction, robust history and superior area standards of my great local union and the IUOE. I can humbly and safely state that the condition of Local 94 is far better now than it was when I ascended to the mantle of leadership.

Now in the autumn of my years, and in relatively good health, I have decided that I shall retire at midnight on December 31, 2025. In doing so, I shall relinquish the stewardship of Local 94 to my union brother, trusted friend, partner and advisor Ray Macco who has been selected by the union's executive board and membership to succeed me, effective January 1, 2026.

I am completely confident that Ray's intelligence, experience, work ethic, honesty, and integrity will carry our beloved local union to even greater heights in the future. Ray will have the good fortune, as I did, to have a good, cohesive and dedicated team to support him and advance the union's agenda and the interests of our members.

Rest assured that stiff challenges--economic, political and legal--lie ahead. But as our history has shown us, our solidarity, preparation, commitment, smarts and tireless efforts will overcome any challenges we confront.

In closing, I extend my heartfelt thanks to the great leaders, staff, and professional advisors of our International Union whom I have had the privilege of knowing and working with over the years. So too, to the many officers, staff and members of the IUOE local unions throughout the USA and Canada with whom I have worked and

interacted, and of course to the scores of officers, staff and members of the great local unions which comprise the New York City IUOE Coalition.

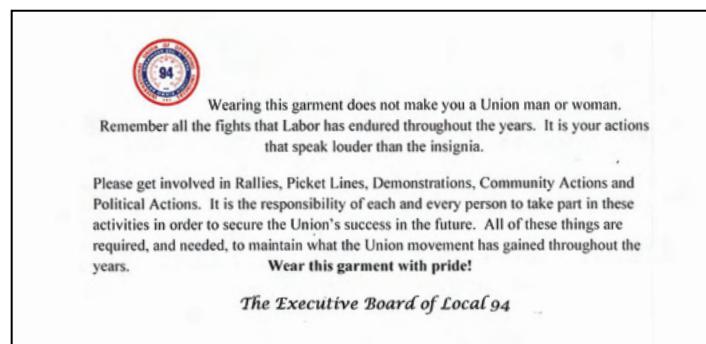
And finally, I extend my thanks and best wishes to the many officers, staff and professional advisors of the following entities with which I have worked over the course of my career: NY Hotel Trades Council, NYS AFL-CIO, NYC Central Labor Council, International Trustee, CUNY School for Labor Relations, Outreach, and North Brooklyn Angels, amongst others.

And last but not least, I thank my wife Karen and my sons Nicholas and Alex for their love, strength, unwavering support, and understanding. None of what I have accomplished would have been possible without them. I pray that I can somehow repay them for the many sacrifices they have made for me.

I wish each of you and your loved ones the very best, and may God continue to bless our beautiful America!

Very truly yours,

Kuba J. Brown



Ray Macco

Business Manager's Report

As you are aware, effective Jan 1, 2026, I am proud to assume the role of Business Manager and Finance Secretary of this great organization. As many of you know, I am entering my 44th year with the organization. I have worked alongside Kuba, as his Assistant Business Manager since being appointed in September 2016. I am backed up by an incredible Union and Funds staff and look forward to all the new challenges that come before us all, together.

Kuba leaves this union stronger, more powerful and fully equipped and prepared to face any challenge. He has been a fantastic mentor these last 9 ½ years, assisting and preparing me for this transition.

As an organization Local 94 will continue to work hard to remain the brightest and best Local Union in New York City and around the country. Our direct, honest, ethical, no-nonsense style will continue to lead the way.

I am truly humbled to have reached this incredible milestone, and it is a responsibility I take very seriously, along with a commitment to all of you to ensure we will continue to work hard to advance this organization in every way.

You should already be preparing for January 2027. Please remember that nothing is achieved at the bargaining table without a fight, so be prepared for every scenario.

Fraternally,

Ray Macco,
Business Manager's Report



Executive Board

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Business Manager 8 Financial Secretary

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Rocco Ferrigno
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Recording-Corresponding Secretary/Business Representative

Brian Fabian
Trustee/Business Representative

Vincent Curcio
Trustee/Business Representative Eastside/Westside Manhattan, Queens, the Bronx and Brooklyn



Michael Gadaleta

601 Lexington Avenue is the First to Meet the Challenge

There is a lot about 601 Lexington Avenue, the 59-story, 1.7 million-square-foot office tower that sits on East 53rd Street between Lexington and 3rd Avenue, that commands attention. There are the eye-catching columns beneath the former Citicorp Center that seem to prop the building up above the skyline, and of course, the well-known 45-degree slanted roof that crowns the skyrise.

The 915-foot-tall building is more complex than high-rise. Indeed, the BXP-owned property spans an entire City block and includes at its base St. Peter's Church and NYU Langone's Joan H. Tisch Center for Women's Health. You can enter the office building through one of two lobbies – the tall, glass-enclosed entrance on Lexington Avenue or through a public plaza located below street level. The plaza has plantings, a waterfall feature, and is also where the subway exits. This entrance also boasts a concourse dedicated to almost 20 food kiosks, which is called “The Hugh,” after the building's original architects, Hugh Stubbins & Associates.

The building's Chief Engineer, Richard Kromar, and his 12-member crew work at “super column level” of the City-landmarked property. “In effect, we oversee a church, office tower, hospital and a retail concourse,” said Kromar. He and his 12- member team -an Assistant Chief, 6 engineers and four helpers - are more than happy to talk about 601 Lexington's many amenities, but what they are really proud of is the building's innovative heat recovery project.

“We were the first. Of the 6 selected buildings to advance low carbon retrofit solutions, 601 Lexington was the first design to be implemented and the first to be commissioned,” said Kromar, who has served as Chief Engineer at 601 Lex for over 19 years.

Kromar is referring to the Empire Building Challenge, directed by the New York State Energy Research and Development Authority (NYSERDA). BXP was one of 6 real estate groups selected in September 2023 to facilitate climate-friendly buildings in New York. At the time of this column's writing, BXP remained the only real estate group of 6 to complete the challenge.

BXP received simultaneous project support from the Con Edison ‘Clean Heat Program.’ This clean energy incentive program was deemed compatible with the NYSERDA Empire Building Challenge prior to project kickoff, enhancing project value and deliverability.

“Work began to install two YORK water-to-water heat pumps in April 2025 and in 6 months, just this past October, they were fully operational. This is our first winter repurposing condenser water to make heat,” said Kromar. “The speed of the installation is all the more impressive when you consider that the system had to be connected to the building's original infrastructure.”

The heat recovery project at 601 Lex captures waste heat from the cooling towers using water-to-water heat pumps (WSHPs) and reusing it to heat the perimeter of the building. The process is a scalable decarbonization method with the potential to be used at other larger, older buildings in reducing their use of fossil fuels for heating.

“This winter's particularly frigid temperatures are making the units work harder, but we are still seeing significant savings. When the building was built in 1977, steam was cheap and its use encouraged,” said Kromar. “Now it is very expensive, but with the installation of the water heat pumps we anticipate nearly 30 percent reduction in annual steam usage.”



With newer buildings offering the latest state-of-the-art technology and limitless amenities, “client experience” is the mantra in today's current New York City commercial real estate environment.

“Keeping our system running in top shape and competing with the newer buildings is probably our biggest challenge. But we are succeeding each day installing the latest tech and equipment and doing it using this iconic building's original infrastructure,” said Kromar.

And they did it first. Thanks to Kromar and his crew, 601 Lex has risen to meet the Empire Building Challenge

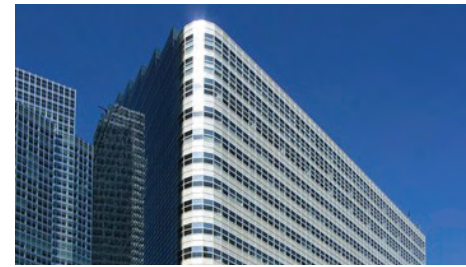


From left to right: Ralph Vellucci, Assistant Chief; Richard Kromar, Chief Engineer; August Larsen, Helper; Haris Pjetrovic, Engineer; Carlos Alvarado, Engineer; Tim Halloran, Engineer; and Ben Parisi, Regional Chief Engineer.



Rocco Ferrigno

Local 94 Keeps 240 Greenwich Street Humming



The Bank of New York (BNY) has been upgrading its headquarters at 240 Greenwich Street in a massive four-year revamping. These efforts are being made to improve the work environment for employees and visitors to the 25-floor, million square foot property. Some of these amenities include giving the lobby a facelift, building a gym on the basement floor, and upgrades to the facades.

Through 240 Greenwich's renovations, the building remains operational on a 24/7 basis. The challenge to maintain the building falls to Chief Engineer Michael Savage and his seasoned 17-member crew of Local 94 engineers and mechanics who are constantly training to keep up the latest technology and safety protocols, 240 Greenwich Street's new building systems, and doing it all while construction work proceeds.

The crew has fire training every three months to keep up with the latest in safety, along with Energy Efficiency Practitioner (EEP) training to familiarize themselves with the latest in energy savings while upholding standards and integrity of the building's general operation.

“I have been a Local 94 member for over 30 years, and a Chief Engineer the last 6.” Savage said, “I learned there was no better teacher than sitting down with what's in front of you and doing it. When you are like us and have been an engineer for so long with so much experience, we can be put in front of any mechanical work and get it done effectively and intelligently.”

As renovations at 240 Greenwich continue, Savage and his team plan their days accordingly, but always with room for improvisation.

“We start every morning with an 8:30am meeting on what we are generally planning on doing with the day,” said Savage. “Our general project right now is installing new fans. When these are done, they will be able to produce 112,000 cfm per unit. This will help move air quality and ventilation more properly.” However, no day goes 100% to plan. “While working on installing the fans, issues will occur throughout the day that will need immediate addressing. Drain outs and flood prevention are most prevalent .”

240 Greenwich Street runs on an uninterruptible power supply (UPS) system, which ensures the building runs its demanding schedule without issue. This is powered by six 1,200-megawatt generators which take up two full rooms in the engineering rooms, with medium voltage to ensure productivity and efficiency while being safe and consumer-friendly. There are also two 1,300-ton electric chillers, providing reliable, efficient cooling.

“There is a 14-second dip if we lose power for any reason,” said Savage. “Otherwise, this building doesn't stop. Nothing can happen to its system, and we make sure that nothing will. We have parts of the system encased in cement so if extreme weather or temperatures hit, it is protected.”

Savage and his men are at the property around the clock working in their Network Intermediate Distribution Frame (IDF) room. This room's computer is connected to the building management system (BMS), alerting the crew of any problems.

“One of the bigger challenges is maintaining the temperature throughout the building so it remains comfortable no matter what time it

is.” Savage told us, “Luckily, we have this all set up in our IDF room, so the BMS will show us what the temperature is in a room, and we can adjust it from there. If a machine or anything needs assistance, the BMS will flick red, and then we can go and investigate it.”

To help lower the consumption of energy, 240 Greenwich Street has an ice plant installed. “This allows a few hours a day without having to rely on electricity,” Savage pointed out, “We have 56 tanks that the plant freezes and stores as energy throughout the night, and then during the daytime we can rely on those tanks to give us the energy we need for the time being.”

In spite of the challenges that come with navigating the changes any building undergoes, 240 Greenwich Street remains in the best hands because of this Local 94 team. With their skill and expertise, and willingness to always train up, the building not only remains operational through this transitional period, but the quality of life has not been tampered with, ensuring that the men and women who walk through the property on its 24/7 schedule are having the most comfortable experience using the latest in efficient technology.



From left to right: Juan Bobe, James Laghezza, Jame Mauro, Mike Savage, Joseph Albanese, Terence Lorenzo, Zach Mancini, Roger De Los Angeles **Not pictured:** John Kennedy, Burton Zach, Thomas Barr, Kerry Meade ,Nic Discenza, Antonio Palazzo, Freddy Von Massenbach, Nelson Pina, Alfonso Iacono



Vincent Curcio

For 270 Park Avenue, Only a Local 94 Crew Will Do

Despite only opening in August 2025, 270 Park Avenue has already attracted significant amount of attention. In fact, JP Morgan Chase's new 2.5 million square foot, 60-story, bronze headquarters located between 47th and 48th Streets, commands it.

Designed by famed architect, Norman Foster, 270 Park is home to 10,000 JP Morgan employees who can avail themselves of the building's unparalleled amenities which includes 19 restaurants, multiple coffee shops, a gym, and a pub.

The supertall skyscraper, standing at 1388-feet, is enclosed by LED lights over its entire exterior. 270 Park has an exterior lighting system with over 116,000 individually controlled fixtures – 22 miles worth of lights. The crown lights have a full range of color and can display moving effects and animations.

270 Park boasts an enormous, wide-open lobby that features eye catching fan columns at its base. Once through the security turnstiles, visitors scale an expansive set of steps up to the lobby's key attraction, a 3D printed flagpole with an American flag that swings to the artificially created weather conditions generated by the flagpole itself.

The building represents NYC's largest all-electric skyscraper which was designed to reach the highest Green Building Council rating of LEED Platinum v4.

Responsible for maintaining this pioneering, state-of-the-art building is Senior Engineering Manager, Patrick Reilly, and his 29-member team of Local 94 engineers. "This building could not have opened, much less run as efficiently as it does without Local 94."

"We powered the building from blueprint to full operation." Reilly says this because he and his team, were involved with the building

since its inception and participated in 270 Park Avenue's conceptual phase, working under the guidance and leadership of JPMC Head of MEP Operations and Local 94 veteran, JP McAleer.

"Our team has been here since day one. They are well-trained, highly motivated and take a great deal of pride in the work they perform and to the fact they do it for this building. They deserve all the credit for how well this building performs 24 hours a day, 7 days a week," said Reilly from his 12th floor Command Center.

"This project has raised the bar on our industry intelligence, and our operating engineers have seen the benefits," said Dan Pugliese, Managing Director, Hines Engineering.

With its continuous air quality monitoring and an advanced HVAC filtration system, 270 Park has twice the amount of outside, fresh air circulating throughout the building than other buildings. The direct outside air distribution provides 40 cubic feet of outdoor air per minute for each individual occupying that space.

We are constantly monitoring CO2 levels and particulate matter, and we do it to with an eye toward creating a highly productive and healthy work environment for the clients," said Reilly.

The fully electric skyscraper is maintained by 6 service switchboards that manage the high-capacity power distribution, which at its peak demand uses 11.3 megawatts of power. 270 Park is also backed up by generator power – 5 Caterpillar generators.

The building is cooled by 7 water-cooled centrifugal Carrier Chillers, and 7 cooling towers with a 100,000-gallon capacity. 270

Park's stormwater reclamation system collects 99 percent of the building's rainwater.

The building is kept warm by triple-pane glass and a 3-stage heating system that reuses condenser water to preheat a hot water system with an ASHP plant capacity of 24 MMBTUH.

270 Park is a building of impressive stats and fun facts. Indeed, the building contains 19.9 miles of mechanical piping which is enough to stretch from the building's midtown location to Greenwich, Connecticut. The exterior lighting alone stretches 22.3 miles, which represents 100,000 lights. There are 10,000 lights located in the lobby. The building has 446,750 gallons of mechanical water, and 174,294 of potable water retention. 343,000 square feet is needed to house all of 270 Park's mechanical equipment – which is essentially a small building. Floors 56 and 57 represent the highest occupied office space on the east coast.

"This is a dedicated crew that takes enormous pride in their craft. We have set the highest goals to achieve the standards required to establish the highest quality work environment for our clients."

From the famous flagpole to the miles of exterior lights, to the water feature outside the building on Madison Avenue, Reilly's team maintains it all with a combination of precision and pride. For an ultra-modern building like 270 Park Avenue only a team from Local 94 will do.



Top Row Left to Right: Kevin Clerkin, Kevin Will, Killian DeCastro, Tristen Feeney, Sean Lawlor, Raj Paray, Brian Resker, Mathew Madsen, John Maulucci, Jared Labades, Jimmy Brown, Patrick Reilly, Daniel Pugliese

Bottom Row Left to Right: Jonathan Cuomo, Kyle O'Scanlon, Ezra Lewis, Jeffrey Moran, Kash Khan, Justin Pinero, Raymond Drager, Thomas Sarni, Jose Rodriguez, Carmine Caruso, Conor Hogan, John Theocharis



John Cancel

Crew at 22 Vanderbilt Readies for Full Occupancy



22 Vanderbilt is about to reach full occupancy. Construction has been ongoing to create a luxury work environment to complement its welcoming entrance. “You can tell this used to be a hotel lobby,” Director of Engineering Joe Cianciotta noted, pointing at the sky roof.

The 29-story, 1.1 million square-foot property has since been transformed into a work environment with high standards. Upon completion, the building will have a “one-stop shopping” concept, that will boast diverse amenities for 22 Vanderbilt’s tenants and visitors.

Chief Engineer Gerard O’Mallon understands the importance of ensuring the best for the building’s tenants. He and his 10-man team, which includes 7 engineers, 2 helpers, and Executive Director of Operations Charlie Viera, have upheld 22 Vanderbilt’s rigorous standards throughout construction, and with their skill and ability sharpened by Local 94 training are prepared to handle the challenges that come with full occupancy.

O’Mallon has been a member of Local 94 for 14 years, and Chief Engineer of 22 Vanderbilt for the last year and a half. “I’ve never known this place without the construction,” he told us.

“It’s not even something we notice at this point. One of the unique aspects of this team is they have unique experiences with Local 94’s training program. We all joined the union at different times, so the training we had is also

different.” O’Mallon acknowledged. “It helps us learn new ways to tackle tasks.”

The crew learn from each other, as well as through the people they met through 22 Vanderbilt’s construction period. “It’s important to learn something every day you’re on the job, and people of all sorts of backgrounds come through those doors every day,” O’Mallon noted.

“Contractors and tradesmen, we pick up from all of them.” Assistant Director of Engineering Joe Carnival agreed, adding “I come from a previous property, so I have been an engineer for a long time now. I’m still learning new things that help handle our tasks.”

Making their problem-solving more effective is their use of state of the art systems, which monitor ticketed issues, and the Prism system, which works as a Building Management System (BMS) that tracks most of their equipment. This helps manage the package units, which average at 2-3 per floor. “Of course, house calls come up throughout the day,” O’Mallon acknowledged, “So we have to plan our days accordingly, so that we can work on any task given to us while doing our long-term projects.”

Engineer Sal Distefano added, “There’s a lot that happens in the morning that tends to spill into our afternoon shifts. We get a lot more done during the afterhours when we can work more on the equipment without disturbing the tenants inside.”

Nothing is left unchecked, as the crew regularly tests the equipment to ensure it is working to its highest capability. “There’s a lot of equipment, and we want to make sure we have any issue figured out before it becomes serious.” O’Mallon said. “We’re a 24/7 crew, so there’s no reason this building shouldn’t be stable 24/7.” They are also on top of the life safety code, having a biannual drill aspect of the fire brigade.

As 22 Vanderbilt upgrades, so does the equipment the team uses to handle the infrastructure. “The last few years saw big changes,” said Cianciotta. “We look at this building as our house. It deserves nothing but the best.”

The team has added brand-new stainless-steel cooling towers to the premises that are currently working. They are also replacing the domestic water risers and have incorporated a sand filter to ensure the hot water running throughout the building is clean and pure.

All of crew’s equipment uses electric energy, thanks to the inclusion of Con Edison’s electric coils, keeping in compliance with Local Law 97 and earning them a Leaf Gold certification.

“We set out to revamp everything,” O’Mallon said, “We do as much as we can in-house, including the waste burning, and give the full tenant floors the option of if they want our helping hand.”

With its connection to Grand Central, the soon-completed 22 Vanderbilt will become a hotspot for all. The more occupied, the busier, and the crew here are ready for the task.

“We are seeing this building develop, and know this means more training,” O’Mallon acknowledged. “The training of Local 94 is the backbone of this whole operation. If we are willing to learn as we face all issues head on, we will be ahead of the curve.”

“This is a big, great team,” said Cianciotta. “They are ready to handle anything thrown their direction. I don’t think anyone could ask for more.”



From left to right: Executive Director of Operations – Charlie Viera, Helper – Ryan Perez, Engineer – Sal Distefano, Engineer – Lennox Edwards, Engineer – Nick Dorata, Assistant Chief Engineer – Vuksan Djoljevic, Assistant Director of Engineering – Joe Carnival, Director of Engineering – Joe Cianciotta, Chief Engineer – Gerard O’Mallon, Engineer – Gerardo Martinez



Bill Caramico and Tom Hart

A Shout-Out to Our School Workers

Spring has arrived in New York City. It is not a moment too soon after a harsh winter we are finally ready for some nice weather. Our hats are off to each and every Local 94 school worker. This winter you endured some of the worst weather we have experienced over the past several years.

The duration of severe cold weather compiled with two major snowstorms made this winter extra challenging. Each and every one of you stepped up and had the schools warm and ready for classes. The turn around on snow removal was unprecedented.

On behalf of everyone at Local 94, thank you for meeting the challenge as you always do. Each of you know with each new season comes new challenges. As this school year winds down, your challenges will be ramping up in preparation to

have schools ready for the start of the new school year in the fall. Although the work is long and hard, the members of Local 94 get it done!

The end of this school year also coincides with negotiations for a new contract. Each of you will be covered by the new agreement, and we cannot be successful without your support. Please pay attention to the fact that we have meetings concerning the contract. We value your input. Please come and be a part of the process.

We need a few members to serve as strike captains. If you are interested, please contact Bill Caramico and Tom Hart.

A quick reminder, please make sure all your logbooks are up to date every day. Making your rounds is very important to our success.



Kelly Drummond

Upkeeping a Blockbuster Hotel



Opening its doors a century ago, the InterContinental New York Barclay Hotel has all the makings of a star. Its history includes being the original New York Central Railroad hotel, connecting to Grand Central Terminal and being a hub for travelers throughout the early 20th century. You may have even seen the distinct 14-story hotel in movies and television shows, such as Law & Order and Hide & Seek.

With over 700 rooms, the hotel has maintained a high standard of luxury for guests who hail from across the globe. This includes The Parlour, the hotel's high-end bar that promises vintage cocktails and a style that harkens back to 1950s swank. Visitors can also enjoy the organic touch of the roof garden, where the hotel makes its own honey with the bees that pollinate the garden.

A dedicated team must be kept on board to ensure the best the InterContinental has to offer is kept fresh and polished throughout the calendar year. This is where Tim Haring and his team of engineers and helpers come together to ensure every guest enters and leaves the hotel having experienced the very best, while at the same time maintaining a low profile.

"The job here is to be the heroes without capes." Tim Haring told us, "The guests are not supposed to notice when something goes wrong, and they are promised high security here. Beyond protection, this also means upholding a standard. We must keep an eagle's eye out for anything, and when there is a special request, we work on it as soon as possible and ensure it's like it was never broken in the first place."

This includes checking on the equipment at the InterContinental daily, to make sure everything is operational and that their standby units are ready to use in case of emergency. "We have 2 carrier 450-ton chillers and two cooling towers that provide cool, clean air throughout the premise." Haring explained, "These support our HVAC systems, providing for our 15 exhaust fans, 11 air handlers and the 43 fan coils that serve public spaces and the offices throughout the building. There's also 7 split units for the elevator rooms and the penthouse."

They have 2 pumps that circulate the hot water, so all the rooms' temperature is kept comfortable, and 3 water pumps that help water reach the 2 gravity tanks, helping distribute water evenly among the floors. Maintaining the heat are 2 condensate stations that conserve water, with their 9 domestic water pumps: 6 hot and 3 cold.

"We are very conscientious of our environmental footprint." Haring stated. This has made the InterContinental one of the frontrunner hotels for environmental sustainability, aligning with the United Nations' 2030 Agenda for Sustainable Development.

The members of the team rely on each other's skills and take them as learning opportunities. "I've done all the mandatory courses at Local 94 and a few for extra credit,"

Haring said. "You never stop learning. Technology is always evolving, and it is up to you to keep up with it and be prepared for all the encounters that come with engineering a building."

To come up with the best solutions, they team up with the other departments in the hotel that have their own understanding of how things work. "It's not a one man or one team operation here." Handyman Julian Arana stated, "We are all in this to make sure this hotel thrives and we meet the objective of ensuring the guests have the best time here."

The Intercontinental is currently going through a "soft renovation" on its fourth and fifth floors, with the crew making sure the building is well-maintained as it is adjusting to these changes. "This doesn't change anything from what our daily objectives look like." Haring added, "These haven't stopped the hotel from running as is, and we can't let it stop the hotel from running in its best shape." Upkeeping a blockbuster hotel may be a challenge to any ordinary team, but for Local 94 members, it's your average Tuesday.



Left to right: Redzep Capric, Gjelberim Marke, Timothy Haring, Basil Aragona, Julian Arana

Holiday Coat and Toy Drive



David Hawkins

New York State Law 494 is here.

It is critical that all Local 94 members understand the importance of New York State Law 494 – Hydrofluorocarbon (HFC) Standards and Reporting and how it directly impacts our work, our jobs, and our future in the industry.

NYS Law 494 is not optional. It establishes strict limits on the use of high-global warming potential refrigerants and requires detailed reporting, compliance, and proper handling. These rules are already being enforced, and violations can result in significant fines, shutdowns, and liability for employers and workers alike.

More importantly, this law is reshaping the mechanical and refrigeration industry. As older refrigerants are phased out, proper training, certification, and adherence to the law will separate skilled, compliant union labor from unqualified non-union work. Local 94 members who understand and follow NYS 494 protect not only their employers—but the reputation and value of our trade.

Compliance also strengthens our position:

- It reinforces the need for trained, licensed, union professionals
- It protects jobs by keeping buildings operational and legally compliant
- It ensures Local 94 remains the standard in a changing regulatory environment

Failure to take NYS 494 seriously puts jobs, contracts, and safety at risk. Every member must be aware of the requirements, stay current with refrigerant changes, and follow proper reporting and handling procedures for every job.

This is about protecting our work, our jurisdiction, and our future. Staying informed and compliant is not just good practice, it is essential.

Brian Fabian's Promotion to Business Representative

I would like to extend my sincere congratulations to Brian Fabian on his promotion from Assistant Training Director to Local 94 Business Agent. This is a well-deserved achievement. His dedication, leadership, and commitment to excellence have had a tremendous impact on the training program. Under his guidance, the program continued to grow stronger, setting a high standard and preparing members with the skills and knowledge they need to succeed. Brian's hard work and professionalism did not go unnoticed and made a lasting difference. Local 94 is fortunate to have him stepping into this new role, and I have no doubt Brian will continue to represent the membership with the same integrity and passion he brought to the training department.

Congratulations again and best wishes for continued success in his new position.





Derek J. Davis

Keep the Health Fund Updated

The Health and Benefit Trust Fund of the IUOE Local 94-94A-94B (“Health Fund”) offers many benefits for the active and retired members. To help you take full advantage of these benefits, we ask that you keep us aware of any changes over the years. The paperwork for all of these changes can be found in the Forms section of the Local 94 website.

Change of Address Information. It is the obligation of every member to be certain that the Union and Health Fund have their current address, phone number, cell number and email address. Please complete and send in the Contact Information form. The form must be fully completed and signed by the member.

Dependents. When you became eligible for coverage on the Health Fund, you provided the Fund with a list of your eligible dependents, if you had any at the time. It is important to let us know when there are changes. Should you get married or divorced, you should let the Health Fund know and provide a copy of the paperwork so that coverage can be updated. When you add a new child by birth or adoption, you should let the Health Fund know as soon as possible and provide the birth certificate and social security card as soon as they are available. Members are responsible for submitting paperwork for all new dependents within ninety (90) days of the birth, adoption, marriage, etc to enroll them as of their applicable date. If the member does not submit the paperwork within this time frame, coverage will not begin until the first day of the following month.

Coordination of Benefits. While coverage in the Health Fund will always be primary for each member, there are instances when a spouse has alternate coverage that may benefit your family. It is important that members keep the Health Fund informed of any alternate coverage that your spouse has in effect – medical, prescription, dental and/or vision – and whether it is just for the spouse or for other dependents. The Health Fund

follows generally accepted guidelines to coordinate coverage between the two plans for the affected participants. Generally, the member or spouse with the earlier birthday in the calendar year will provide primary coverage to all dependents within a family.

In addition, when your adult child starts to work full-time and is eligible for their own medical coverage, the Health Fund should be informed of this change so that their medical coverage can be treated as primary and the Local 94 coverage will potentially provide an additional benefit to them.

Designate a Beneficiary. For certain benefits available to Local 94 members, you should designate a beneficiary for the Health Fund, as well as doing so separately for the Annuity Fund and for the Central Pension Fund. The paperwork for the Health Fund is available on the Local 94 website under the Forms link. When you complete this paperwork, you must have it notarized before it can be accepted by the Health Fund. It is important to keep the information as up to date as possible. Sometimes, a member will find that they named their parents as their beneficiary when they first joined and then had not updated the Fund’s records after they have were married and have two children – this happens more often than you might imagine! When you log in to the Union Portal, you can view your Health Fund beneficiary at the Sick Fund tab, since both benefits use the same information.

HIPAA. The Health Fund takes seriously the responsibility of safeguarding your protected health information (PHI). In order to do so, it is important that all members provide the Health Fund with updated information for yourself, your spouse and any adult children. The paperwork for the Health Fund is available on the Local 94 website under the Forms link and should be given to the Fund Office.

COBRA Coverage. In the course of your career as an engineer, there may come a time,

perhaps between jobs, when you temporarily lose coverage. Every participant who loses coverage is eligible to purchase COBRA coverage to extend medical benefits as required by law, but there is a deadline to enroll to continue coverage. As retirement approaches, members should remember that 15 years of continuous Health Fund coverage is required to be eligible for retiree benefits. For example, this means that if you are 58 years old and lose coverage for two months, you should strongly consider paying for COBRA coverage – at least for yourself – for those two months – to retain your continuous coverage. If you have any questions about your specific situation, please contact your Health Fund representative.

Retiree Prescription Coverage. New Prescription Benefit Manager for the Commercial Division Medicare Eligible Retiree Participants - Aetna Medicare Rx® offered by SilverScript® Employer PDP (“SilverScript”). Silverscript will replace United Healthcare MedicareRx on January 1, 2026 for Medicare eligible retirees; a separate card has been mailed to you. If your spouse or dependents are not Medicare-eligible, the Fund will continue to provide prescription drug benefits to non-Medicare eligible participants through CVS Caremark.

If you have any questions about these benefits or about any of the benefits offered by the Health Fund, please contact us by phone at (212) 331-1800 or email us directly.



Michael O'Connor

10 Reasons to Consider Leaving Your Investments in your Local 94 Annuity Fund Account

Did you know that when you retire as a Local 94 Union member and Local 94 Annuity Fund participant (“participant”), or when you leave your Local 94 employer for another reason, you are free to keep your investments in your Local 94 Annuity Account (“Annuity Account”)? That’s right, you are not required to withdraw funds from your Annuity Account.

Many participants decide to keep their Annuity Account right where it is. Here are some reasons why:

1) Avoid current income taxes and potential penalties

Keeping your money in your Annuity Account instead of taking a distribution allows your account to grow on a tax deferred basis.

2) Low fees and no sales charges

The Annuity Fund Trustees have negotiated investment management and recordkeeping fees on behalf of participants that are extremely competitive. The investment options in your plan are institutional shares, and you don’t incur a sales charge when you buy or sell them.

3) Independent oversight

Your Annuity Fund Trustees have hired an independent financial consultant, in a fiduciary capacity, to help select and monitor the investment funds available in the Annuity Fund solely on behalf of participants.

4) Automatic rebalancing

Market conditions may change your investment mix from the one you originally chose. But with the Annuity Fund, you can have your Annuity Account automatically rebalanced every 3, 6, or 12 months, FREE at no charge to you. This helps to keep your investments in line with your long-term strategy.

5) Free personalized investment advice

You have access to free, personalized investment advice from a registered investment advisor hired by the Annuity Fund to help you make better investment decisions in your Annuity Account and prepare for your retirement. Contact JW Thompson Investments at (888) 453-1869 or email: jay@jwti.com.

6) Flexible withdrawal options

When you’re ready to retire, the Annuity Fund offers a variety of ways to access your money. These include a qualified annuity, lump-sum withdrawal, partial distribution, installments, or the investment income only option. You get to choose the method that makes the most sense for your strategy.

Not all retirement plans have these payment options. See the summary plan description or contact the Annuity Fund office for more details.

7) Online access, anytime

Information (such as account balances, employer contributions, etc.), transactions, planning tools and more are always available on myplan. johnhancock.com and via the John Hancock mobile app (“John Hancock Retirement”).

8) Asset protection

Your Annuity Account is protected from most creditors, while money held in an individual retirement account (IRA) may not be. (see note a)

9) Diversified investment options

The Annuity Fund has a number of investment fund options you can choose from (currently 27) with a wide variety of asset classes. (see note b)

10) Keep all your current support and services

If you’ve been taking advantage of tools or any of the many resources that John Hancock provides for you, you can continue to use them.

Footnotes:

(a) State and local governmental agencies allow for the protection of qualified plan assets from most creditors, with the exception of spouses and the Internal Revenue Service. Asset protection only applies to bankruptcy. Funds are subject to market risk and loss of principal.

(b) As part of the Annuity Fund Trustees’ due diligence, they may choose to replace an investment option when updating the Annuity Fund’s investment lineup.

An investment fund’s investment objectives, risks, charges, and expenses should be considered carefully before investing. The prospectus contains this and other important information about the funds. To obtain a prospectus, contact John Hancock at 833-38-UNION (833-388-6466) or visit the website at myplan.johnhancock.com. Please read the prospectus carefully before investing. The fund’s prospectus provides information regarding the details for the applicable fee waivers. Prospectuses may only be available in English.

2025 Scholarship Honorees



Brando Arevalo

Brando is the son of Luis Arevalo, who works as a Fireman at M112 in New York City. He has been a member of Local 94 since 2015.

He graduated from Washington Heights Expeditionary Learning School in New York City. While there he was rated number one in his class every year and was continuously on the High Honors Roll. Additionally, he helped mentor and tutor younger students. He worked on the Clean Air Green Corridor, a local project centered environmental awareness and cleaning of the air in underprivileged neighborhoods.

Brando also completed a media and civic engagement pre-college program at Syracuse University. He was named Posse Scholar awarding him a leadership scholarship to students with proven academic potential and impact on the community.

Brando is attending Brandeis University and majoring in Computer Science.

Kaitlyn Boesch

Kaitlyn is the daughter of Arthur Boesch, who works as an Engineer at One Vanderbilt in New York City. He has been a member of Local 94 since 2016.

She graduated from W.T. Clarke High school in Westbury, New York. While in school, she was the President of the Tri-M Music Honor Society and first chair Violin Symphonic Orchestra. She also was a member of the National Honor Society, Science Honor Society, and Italian Honor Society. As well as a member of the Academy of Finance with completion of career and technical education pathway program.

Kaitlyn also was Vice President of the Key Club organizing and providing community services such as beach and park clean ups, clothing and food drives, and fundraising. Additionally, she was a member of the Ramettes Dance club.

Kaitlyn is attending Adelphi University and majoring in childhood education in a dual program for bachelor’s and master’s degree.

Addison Dagro

Addison is the daughter of Joseph Dagro, who works as the Chief Engineer at 1250 Broadway in New York City. He has been a member of Local 94 since 1997.

She graduated from Bethpage High School in Bethpage, New York. While in school she was a member of the National Science Honor Society, National Honor Society, World Language Honor Society, AP Scholar with honors and Mu Alpha Theta Math Honor Society.

Outside of school, Addison was on the Varsity Dance Team, competitive dance, student teaching, Italian club and part of Athletics helping Athletes.

Addison is attending University of Tennessee and majoring in Animal Science/pre vet.

Emma Dimeglio

Emma is the daughter of Louis DiMeglio, who works as the Chief Engineer at 1 Bowling Green in New York City. He has been a member of Local 94 since 1993.

She graduated from Notre Dame Academy High School in Staten Island, New York. While in school she was a member of the National Honor Society and Spanish National Honor Society. She received the Civic Ambassadors Award from the Attorney General of New York.

Emma is attending Monmouth University in the Honors Program and majoring in Political Science.

River Demarco

River is the daughter of James Demarco, who works as the Chief Engineer at 5 Hanover in New York City. He has been a member of Local 94 since 1991.

She graduated from Putnam Valley High School in Putnam Valley, New York. While in school she was a member of the National Honor Societies. She was awarded multiple scholarships, academic awards and the school’s “Shining Star Award”. She also thrived in the art department, winning the “Aspire Award” and having her original painting hung in her school’s hallway.

River is attending Alfred University where she is pursuing her interest in art and environmental sciences.

Grace Hatton

Grace is the daughter of John Hatton, who works as the Chief Engineer at 550 Madison Avenue in New York City. He has been a member of Local 94 since 1993.

She graduated from Raritan High Schol in Hazlet, New Jersey, where she ranked 16 out of 212 students. She was a member of the National Honor Society and the Vice President of her school chapter. Grace earned awards for RHS Scholars Award for Academic excellence and RHS Distinguished Scholar.

Grace is attending Virginia Tech and majoring in Political Science.

Brian Keaveney

Brian is the son of Dennis Keaveney, who works as the Chief Engineer at 101 Greenwich Street in New York City. He has been a member of Local 94 since 1991.

He graduated from Plainedge High School in North Massapequa, New York. While in school he was the Treasurer of the Key Club and Director of Fundraising for Best Buddies. He was also a member of National Honor Society, Math Honor Society, Science Honor Society and English Honor Society. He was also captain of the Varsity Basketball and Lacrosse teams and a member of the Varsity golf team.

Brian is attending University of South Carolina and majoring in Finance.

Gabriel Kouchtaf

Gabriel is the son of Tarik Kouchtaf, who works as an Engineer at 1585 Broadway in New York City. He has been a member of Local 94 since 2010.

He graduated from Queens School of Inquiry in Queens, New York. While in school he was a member of the National Honor Society and Treasurer for all four years of high school for the Student Council. He also attended an early college program at Queens College, gaining a full year of college credits.

Outside of school, Gabriel was selected as an intern for the Celina and Cecilia Sotomayor Law Program, which



allowed him to work at the Queens Superior Court. He also participated in both Varsity Soccer and Baseball teams.

Gabriel is attending SUNY Binghamton University and majoring in politics, philosophy and law.

Meabh McDonnell

Meabh is the daughter of Brian McDonnell, who works as an Engineer at 5 Times Square in New York City. He has been a member of Local 94 since 2006.

She graduated from Pearl River High School in Pearl River, New York. While in school, she was in the top 10% of her class. She was a member of the Mu Alpha Theta, Science, English, World Language and Rho Kappy Honor Society. Additionally, she was the President of the National Honor Society.

Besides academics, Meabh received the Betsy May Award and Michael Murphy Scholarship. The Betsy May award recognizes a female runner who demonstrated determination and the spirit of the Pearl River Cross Country Team. The Michael Murphy Scholarship highlights an athlete that is kind and compassionate and shows integrity and character.

Meabh is attending the University of Connecticut and majoring in Finance on the Prelaw track.

Jack Obrycki

Jack is the son of Ryszard Obrycki, who works as an Engineer at 375 Park Avenue. He has been a member of Local 94 since 2006.

He graduated from Regis High in New York City, New York. While in high school he received the General Excellence & order of the Owl academic awards. He was also awarded the National Spanish Award Silver and Bronze recipient. He maintained a 3.91 GPA and participated in several sports, clubs and outside organizations. He was on the Regis Basketball team and was part of the Finance and Economics Club. He was also part of the Polish and Slavic center in his local community.

Jack is attending The Mendoza School of Business at the University of Notre Dame and majoring in Finance.

Carly Panetta

Carly is the daughter of Joseph Panetta, who works as an Assistant Chief Engineer at 11 Times Square in New York City. He has been a member of Local 94 since 2017.

She graduated from Monsignor McClancy High School in East Elmhurst, New York. While in school, Carly was a member of the National Honor Society and served as President of the Law Club. Her commitment to service earned her the Father Andre Coindre Service Award, recognizing her extensive volunteer work throughout her four years of High School.

Carly was also a dedicated athlete, participating in both the Varsity Soccer team and Varsity Cheer team for all four years. In her senior year, she was named captain of the Varsity Soccer team and received the Coaches award for both soccer and cheer, highlighting her leadership and dedication.

Carly is attending the Molloy University and majoring in Nursing and a part of the Molloy University Cheer Team. She aspires to become a pediatric nurse and make a meaningful impact on the lives of children and their families.

Paul Trombley

Paul is the son Paul Trombley, who works as a Lead Technician/Mechanic at 385 Central Avenue. He has been a member of Local 94 since 2009.

He graduated from Paul Schreiber High School in Port Washington, New York with a 4.01 GPA and 28 college credits to begin his college career in Engineering at Virginia Tech. Paul’s passion for wrestling highlighted his high school career as a 4-year varsity member, winning 2x all conferences. He also volunteered his time as an assistant coach to the local PYA program and middle school wrestling team.

Outside of school, Paul also volunteered as a fireman and was voted into the Port Washington Fire Department in December 2024. He also served as an intern at DC Creatives Product Development Design and Engineering.

Paul is attending Virgina Tech and majoring in Engineering.

John Vira

John is the son of John Vira, who works as an Assistant Chief Engineer at 104 West 40th Street in New York City. He has been a member of Local 94 since 2016.

He graduated from St. Francis Preparatory High School in Fresh Meadows, New York. While in school he was a member of the National Honor Society and the Rho Kappa National Social Studies Honor Society. Besides academics, John was also a member of the Varsity Track and Field team, participated in the Model United Nations, the Physical Education Leader program, and served as Teacher Assistant at a District 75 School for developmentally challenged students.

Deeply committed to his faith and community, John was an active leader in campus ministry, serving as an extraordinary minister of Holy Communion and a retreat leader. John also worked as a head lifeguard at a community pool. As well as interning for his local City Council member and gaining valuable experience in public service.

John is attending Hofstra University and majoring in Political Science with a goal of pursuing a career in Law and eventually running for public office.

Isabella Wisniewski

Isabella is the daughter of Marek Wisniewski, who works as an Engineer at 7 Bryant Park in New York City. He has been a member of Local 94 since 2015.

She graduated from the Academy of the Holy Angels in Demarest, New Jersey where she was a member of the National Honor Society, the Tri-M Music Honor Society and Rho Kappa Honor Society. Isabella participated in various school clubs and activities such as being a member of the concert choir, the A Capella Group and Handbell Choir. She also volunteered her time as a peer tutor in a summer camp for students learning to speak English and baked cakes for underprivileged youth.

Isabella is attending Boston College and pursuing her dream to become a lawyer.



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

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL UNION 94, 94A, 94B - 2025 & 2024 FINANCIAL REPORTS

Our independent auditors, Schultheis & Panettieri, LLP, prepared the following financial statements. The first statement outlines the assets held by the Local Union, and the second statement presents the income and expense as they were incurred during the years 2025 and 2024.

Submitted By: Kelly Drummond, Treasurer

INTERNATIONAL UNION OF OPERATING ENGINEERS		
LOCAL UNION 94, 94A, 94B		
COMBINED STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS - MODIFIED CASH BASIS		
DECEMBER 31, 2025 AND 2024		
	2025	2024
ASSETS		
Current assets	-	-
Cash and cash equivalents	\$792,145	\$1,155,062
Investments - at fair value	\$12,152,234	\$10,186,855
Receivables	-	-
Related organizations	\$45,261	-
Total current assets	\$12,989,640	\$11,341,917
Property and equipment - net	186083	232642
Other assets	\$9,457	\$10,934
Total assets	\$13,185,180	\$11,585,493
LIABILITIES AND NET ASSETS		
Current liabilities	-	-
Related organizations	-	\$5,559
Other current liabilities	\$34,293	\$43,625
Total current liabilities	\$34,293	\$49,184
Net assets	-	-
Unrestricted	\$12,960,489	\$11,365,093
Temporarily restricted	\$190,398	\$171,216
Total net assets	\$13,150,887	\$11,536,309
Total liabilities and net assets	\$13,185,180	\$11,585,493



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Submitted By: Kelly Drummond, Treasurer

INTERNATIONAL UNION OF OPERATING ENGINEERS				
LOCAL UNION 94, 94A, 94B				
COMBINED STATEMENTS OF SUPPORT, REVENUE AND EXPENSES - MODIFIED CASH BASIS				
YEAR ENDED DECEMBER 31, 2025 (WITH COMPARATIVE TOTALS FOR 2024)				
	2025			
	Unrestricted	Temporarily Restricted	Total	2024
Revenue and support				
Members dues and assessments	\$8,382,905	-	\$8,382,905	\$7,962,119
Political action contributions	-	\$151,834	\$151,834	\$155,424
Other Income	-	-	-	-
Net Investment Income (loss)	\$1,072,168	-	\$1,072,168	\$943,282
Net assets released from:	-	-	-	-
restrictions:	-	-	-	-
Satisfaction of program restrictions	\$132,652	(\$132,652)	-	-
Total revenue and support	\$9,587,725	\$19,182	\$9,606,907	\$9,060,825
Expenses				
Program services	\$6,656,065	-	\$6,656,065	\$6,441,854
Management and general	\$1,336,264	-	\$1,336,264	\$1,378,978
Total Expenses	\$7,992,329	-	\$7,992,329	\$7,820,832
Change in net assets	\$1,595,396	\$19,182	\$1,614,578	\$1,239,993
Net assets				
Beginning of year	\$11,365,093	\$171,216	\$11,536,309	\$10,296,316
End of year	\$12,960,489	\$190,398	\$13,150,887	\$11,536,309



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

Local 94 2026 Calendar

Wednesday, June 3, 2026

New Member Initiation Ceremony

4:00PM

Hotel Trades Council Auditorium,
305 W. 44th Street

Wednesday, June 10, 2026

General Membership Meeting

8:30AM, 2:00PM, 5:00PM

Hotel Trades Council Auditorium,
305 W. 44th Street

Service Awards Ceremony

@5:00pm Meeting

Saturday, July 18, 2026

Local 94 Family Picnic

Kruckers Catering & Picnic Grove,
81 Call Hollow Road
Pomona, NY

Contact: Vinny Curcio
(212) 331-1819

Wednesday, September 9, 2026

General Membership Meeting

8:30am, 2:00pm, 5:00pm

Hotel Trades Council Auditorium,
305 West 44th Street

Friday, September 11, 2026

September 11th Memorial Mass

10:30am

St. Malachy's Church,
239 W. 49th Street

Wednesday, October 7th, 2026

New Member Initiation Ceremony

4:00PM

Hotel Trades Council Auditorium,
305 W. 44th Street

Monday, October 12, 2026

Local 94 Fall Golf Outing

Sign in - 8:00AM

Pelham Bay/Split Rock Golf Courses,
870 Shore Road, Bronx, NY

Wednesday, October 14, 2026

General Membership Meeting

8:30AM, 2:00PM, 5:00PM

Hotel Trades Council Auditorium,
305 W. 44th Street

Wednesday, November 11, 2026

General Membership Meeting

8:30AM, 2:00PM, 5:00PM

Hotel Trades Council Auditorium,
305 W. 44th Street

Wednesday, December 9, 2026

*General Membership Meeting
Christmas Toy Drive*

8:30AM, 2:00PM, 5:00PM

*Members are invited to bring an
unwrapped toy which will be distributed
to a local children's nonprofit*

Hotel Trades Council Auditorium,
305 W. 44th Street

Visit the Local 94 website at www.local94.com for updates