

# IMPACT

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## WHILE THE CITY SLEEPS LOCAL 246 NIGHTSHIFT KEEPS WORKING



While a great majority of New Yorkers are fast asleep at night, dozens of Local 246 members are still hard at work keeping New York City rolling. Maintaining and repairing the City's vast automotive fleet is not a 9-5 job. So thanks to members like Victor Rivadeneira (San Q8), Ricardo Andujar (San Q8), Darryl Roopnarine, Tommy Ninivaggi (both San Q10), and Frank Gonzales, Danny Rodriguez, Sean Ramnauth, and Zaraif Yusuff (all from San Q12), vehicles are in full operational mode 24/7. "New York is the City that never sleeps," said Vice President Jim Grillo. "In order for Sanitation to pick up garbage and salt the streets, in order for the police to be ever vigilant, in order for firefighters to extinguish blazes, Local 246 members must be on the job ... and that means round the clock."

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Good & Welfare



4 Spotlight on Nightshift Workers



6 Visit to Sign Painters/Letterers

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# Message from President JOSEPH A. COLANGELO



During the past few weeks, we started to receive calls from members in the title of Machinist (provisional) and Machinist Helper (provisional) about a recent exam given for Machinist Helper. The members were up in arms about the hiring of individuals off the list because the hirings did not appear to conform with the Civil Service Rule that requires candidates be hired using the one-in-three rule.

The candidates who were chosen to be hired as Machinist Helpers appeared to be hired regardless of the one-in-three rule. The member who contacted us was not only upset, but confused.

This is the basis of the problem; now let's try to understand specifically what is going on, which

is, of course, a much larger problem. As you are aware, a few years ago there was a court ruling known as the Long Beach Decision that dealt with the extended use of provisional employees that violates Civil Service Law.

The law states in part that provisional employees only can be appointed for nine months. The decision required all municipalities to comply with the law and that meant reducing their use of provisional employees who were there for longer than nine months. Due to the number of employees serving in provisional positions in New York City — which was estimated at close to 30,000 — the City requested a delay to meet the requirements of the law and was allowed to develop a plan that allowed five years to achieve the goal of reducing provisional appointments.

Part of New York City's plan was to administer more exams, review titles, and determine what is the most effective and least costly way to achieve the goal of reducing the head count of provisionals. One method DCAS chose was to use an education and experience exam for titles with relatively few employees. It was determined that this

## SEND US YOUR EMAIL TO R

Local 246 is in the process of implementing an email blast system that will be used to inform members of important news in the most timely manner. **Those who are interested can sign up to receive the emails by providing the Union with a personal email address, as well as both first and last names.** President Joe Colangelo said that as information is received, it will be entered into a data base and as topics arise that members should be notified of, an email will be sent out. He said all addresses will be kept strictly confidential, will only be utilized for purposes of the email blast system, and will not be sold or provided to any outside party.

"We thought this would be a great method of disseminating information as quickly as possible since almost everyone these days has email and receives it on their smart phones," Colangelo said. He stressed that this program is optional and that members can opt out at any time by clicking in the link that will be provided in all emails sent from the Union.

would be the most cost efficient method. Education and experience exams are legal under Civil Service Law, but it appears the solution may be worse than the problem.

Having now explained all that, let me get back to our Machinist Helper problem. The City's decision to use an education and experience exam (E&E) for Machinist Helper seemed justified due to the low number of employees serving in the title. Local 246, as the bargaining certificate holder, has no input on the choice of how or what type of exam is given. We have 26 Machinist Helpers and 131 Machinists in the Union, with a large number of both serving provisionally due to many factors. What complicates this is that those serving as provisional Machinists all applied for and most passed the education and experience exam for Machinist Helper. The combination of this, along with Machinist Helpers serving provisionally, established a list of 92 eligibles with 65 scoring 100.

The confusion arose as to which person was number one out of the 65. We contacted the Agency with regard to its hiring of candidates that did not appear to conform with the one-in-three rule from the list. The explanation was that they had followed Personnel Rules, Rule IV, Section 1, General Examinations Procedures, 4.4.11 and 4.4.12 that support the Agency's hiring policy.

Specifically, Section 4.4.11 and 4.4.12 are used for the selection of candidates from a list when those candidates have the same examination scores. Appointments and promotions can be made utilizing any selection method of eligible candidates with equal ratings. In the case of Local 246 members, that means that all 65 are number one, and when fewer than 10 positions need to be filled, the hiring agency can choose any one of the 65. The solution to the Long Beach case has created a larger problem when only a few positions are available. If an Agency needs to fill 93 positions based on this list of 92, all would be entitled to be considered for appointment. Unfortunately, only a few positions need to be filled. This is how the problem became greater than the solution.

The Municipal Labor Committee's Sub Committee on Civil Service met recently to discuss this, along with numerous other problems, with the Commissioner of DCAS Stacey Cumberbatch. We are addressing the responses from DCAS that were sent following our first meeting earlier this year. Even before this specific problem arose in Local 246, other unions started to get alarmed by the increased use of E&E exams. The use of these exams sometimes benefits our members when everyone serving provisionally is given the opportunity to be hired permanently. Our current case is what can happen in reverse. We continue to fight for our members every day and we will keep you informed.

As we approach the end of May, we mark an important holiday — Memorial Day, a day on which those who died in active military service are remembered. The holiday, which is observed every year on the last Monday of May, was formerly known as Decoration Day and originated after the American Civil War to commemorate the Union and Confederate soldiers who died in the war. By the 20th Century, Memorial Day had been extended to honor all Americans who died while in military service.

Freedom is something we all often take for granted. We are free to work, free to dress however we like, free to speak our minds, free to travel, and free to vote and drive. In many countries, these are freedoms denied most citizens. Yet, one of the many reasons we have these freedoms is because of the brave men and women who serve our country protecting these freedoms. It's a job most of us would never take; yet, there are so many who accept the job with pride and dignity.

As we approach the Memorial Day weekend, the traditional summer kickoff, please take a few moments to pray for those who will not be here with their families.

## RECEIVE UNION NEWS

Local 246 will continue to publicize newsworthy topics and events at monthly General Membership Meetings, via Shop Stewards, and on the website. "This is just another way Local 246 is bringing the Union into the technological era," Colangelo said. "We know that everyone's email inboxes get flooded with spam so while we will be utilizing the system on a regular basis, we will be selective in what we send out."

Anyone interested in receiving the blasts should email their personal email address to [nyc246seiu@nyclocal246.org](mailto:nyc246seiu@nyclocal246.org). **This address should NOT be used to contact the Union for anything other than signing up for the email blast.**

## GENERAL MEMBERSHIP MEETING

Thursday, **MAY 21, 2015**

6:00 p.m.

St. Stanislaus Church

61-17 Grand Avenue, Maspeth, NY 11378

- ▶ 50/50 Raffle
- ▶ Door Prizes
- ▶ Refreshments



## IN MEMORIAM MEMBERS

**Salvatore Dorto**  
Ret. Auto Mechanic — Pol

## IN MEMORIAM FAMILY

**David Canner** (Brother)  
Auto Mechanic — San

**Raymond Schacor** (Brother)  
Local 246 Treasurer  
Auto Mechanic — San

## NEW MEMBERS

**John Aguiar**  
Auto Mechanic — Pol

**Curt Ainsworth**  
Marine Mechanic — Fire

**Philip Gauthier**  
Auto Mechanic — San

**Seth Holtzman**  
Auto Electrician — San

**Robert Martin Jr.**  
Oil Burner Specialist — NYCHA

**Robert Martin III**  
Oil Burner Specialist — NYCHA

**Justin Moore**  
Auto Mechanic — San

**Sean Prashad**  
Auto Mechanic Diesel — San

**Angel Rivera**  
Auto Mechanic — San

**Matthew Sanders**  
Auto Service Worker — DOT

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# GOOD & WELFARE



## RETIRING MEMBERS

**Kenneth Battaglia**  
Auto Machinist — San

**Peter Battaglia**  
Auto Mechanic — San

**Steven Fauci**  
Auto Mechanic — San

**Alan Gallo**  
Auto Mechanic — San

**Leroy Hays**  
Auto Service Worker — Cor

**Michael Rooney**  
Sheet Metal Worker — DCAS

## WELCOME NEW SHOP STEWARD



Congratulations to newly elected Shop Steward Dominic Bavaro, Sanitation Richmond Command. Bavaro replaces Richard Mazza who retired. Bavaro started with

the City in 2003 in Sanitation and is an Auto Electrician.

"We welcome Dominic aboard and hope the members in this shop turn to him as they did to Richie," said President Joe Colangelo.

## D-DAY TO V-E DAY TRIBUTE LUNCHEON



David Levitt (Auto Mechanic — Police), with 22 years on the job, was honored by the 8th Air Force Historical Society—NY State Southern Wing Chapter for his efforts to promote the Chapter. His father was an 8th A.F. B-24 bomber mechanic.

Flying out of England during WWII, the 8th A.F. had a crucial role in defeating Nazi Germany. The air crews

suffered a significantly higher casualty rate than the ground troops.

For a 70th anniversary, WWII D-Day to V-E Day tribute luncheon June 7th at the Plainview Holiday Inn, David's chapter will honor and hear talks by these brave men and other veterans who won the war in Europe. For those interested in the luncheon or the 8th A.F. contact David at 973-495-3404 or email fxe84@optonline.net

A.M. Levitt is currently assigned to quality control/front desk/ Shop 1 at NYPD-FSD Central Repair Station.

In photo above, Auto Mechanic David Levitt (right) with Bernard Farrell, 8th A.F. B-24 pilot (Machinist by trade) at last year's luncheon.

# NEWS & NOTES

**NEW YORK CITY SEIU LOCAL 246 ANNUITY FUND — Administrative Services Only as Plan Administrator.** We recommend that you visit their website, [www.asonet.com/annuity](http://www.asonet.com/annuity), periodically to review your contribution history and to verify that your account is being credited properly... You should periodically check that you have the proper beneficiary designation on file. If you do not complete a beneficiary form, the Fund will make the distribution according to rules it may adopt. If you have any question please call Administrative Services Only at (877) 999-3555.

**COBRA APPLICATIONS** — If you are no longer in active pay status you may not be eligible for health benefits and/or welfare benefits. You must purchase these benefits directly through the COBRA program for welfare benefits you should contact the union office. For health benefits you should contact the agency benefits coordinator. You must enroll within 60 days from the qualifying event.

**UPDATE YOUR BENEFIT CARD** — Members It's important for our office and to you that we have the correct information for each member on their beneficiary card please call the Union Office at (212) 233-0616 to advise us of any changes: this way we can send you a change of beneficiary card.

**WEBSITE** — The new website is much easier to navigate and find useful information, such as downloadable dental claim forms, optical benefits and much more. Log on to the Union's web site at [www.nyclocal246.org](http://www.nyclocal246.org) go to the "Members Only" section and put in your username and password.

**FUNDS EXTEND COVERAGE TO ACTIVE MEMBER'S CHILDREN UP TO 26** — You may enroll these dependents at the time they are becoming 19 years old, or at the time they lose benefits from their own or spouse/domestic partner's

benefits. There is a time limit of 31 days from reaching age 19, or loss of other benefits. If you miss the time limit, you will have to wait until the following January 1st.

**ACTIVE MEMBER SHOE VOUCHERS** — Active members utilizing the Union's shoe voucher program are reminded that ONLY original receipts can be submitted for reimbursement. Photo copies of receipts will no longer be accepted.

**DENTAL CLAIM SUBMISSION** — All dental claims should be filed with the Union's Dental Administrator. Claims should be sent to Healthplex, Inc., 333 Earle Ovington Blvd., Suite 300, Uniondale, NY 11553. Claims must be submitted within one year after completion of dental treatment. You can also visit their web site at [www.healthplex.com](http://www.healthplex.com) at any time to view your account, or call their customer service department at 1-888-468-5178, option 1.

**THE MERMAID PARADE** — Saturday, June 20, 2015 Come join the fun at the Mermaid Parade of Coney Island, an annual, ocean-themed parade that takes place each June down by the sea on Coney Island in Brooklyn. This year's parade is scheduled for June 20, 2015. Along with kicking off the summer, the Mermaid Parade originated to help continue the tradition of Mardi Gras like events that were often held on Coney Island in the first half of the 20th century. Artistic self-expression is also a highly encouraged part of the parade, and Mermaid Parade observers are likely to see mermaids, mermen, and a wide variety of other sea creatures. The Mermaid Parade also features local celebrities who take on the coveted roles of King Neptune and a Queen Mermaid each year. After the Mermaid Parade, the Mermaid Parade Ball takes place, in which parade participants and observers can get together and mingle, enjoy live music, and watch the many sideshows and burlesque

acts that come out to entertain. For more information visit [www.coneyisland.com/programs/mermaid-parade](http://www.coneyisland.com/programs/mermaid-parade).

**CITIZENS RX PREFERRED FORMULARY** — The 2015 Citizens RX National Preferred Formulary is now available on the Local 246 website at [www.nyclocal246.org](http://www.nyclocal246.org) This list contains the most commonly prescribed drugs. It represents an abbreviated version of the drug list (formulary) that is at the core of your prescription-drug benefit plan. The list is not all-inclusive and does not guarantee coverage. In addition to using this list, you are encouraged to ask your doctor to prescribe generic drugs when-ever appropriate. An asterisk next to a drug signifies it is subject to nonformula status when a generic is available. Not all the drugs are covered by all prescription-drug benefit programs. Check your benefit materials for the specific drugs covered and co-payments for your prescription drug benefit program. For specific question about your coverage, please call the phone number printed on your ID card.

**DOWNLOAD DENTAL CLAIM FORMS** — Members can now download their dental claim forms and find a participating dentist by logging on the Union's web site at [www.nyclocal246.com](http://www.nyclocal246.com). The group number is GG-493A for Active members and GG-493R for Retiree. Once you do find a dentist, please call the dentist to verify that they still participant with Heathplex.

**DOOR PRIZE WINNER** — Winner of the door prize for April 2015 was **Robert LaBella** (Ret. Auto Mechanic — San).

**KOMNICK SCHOLARSHIP** — The drawing for the Lawrence Komnick Scholarship Award will take place at our May 2015 Membership Meeting.

**COPE RAFFLE WINNER** — Winner of the 50/50 Cope Raffle for April 2015 was **Damon Thompson** (Auto Mechanic — DOT).



# WHILE THE CITY SLEEPS

## LOCAL 246 NIGHTSHIFT KEEPS WORKING

In order to give some publicity to the Local 246 night shift crews, this issue of the IMPACT shines a spotlight on those members who start their shifts as the rest of us are sleeping. "Thanks for all your hard work guys," Grillo said.



Photos from left: Auto Mechanic Tony Talorico (BK 10), Auto Mechanic Joe Vecchie (BK 2), Auto Mechanic John Benedetto (BK 7), and Auto Mechanic Joe Schiro and Auto Service Worker Shelton Ashley (BK 6) — just some of the many Local 246 members working the night shift.



Photos from left: Auto Mechanics Joseph Novello and Roderick Lewis (Q 13); Auto Mechanic Raymond Cummings, Auto Service Worker Orrin Floy, and Auto Mechanic Dewar Moran (BK 11); Auto Mechanic Eddie Reyes (BK 16).



Photos from left: Auto Mechanics Jose Torres and John Townsley (BK 14); Auto Mechanics Colin Gibbs and Bernard "Chuck" Ashford (BK 14); Auto Service Worker Darryl Horton Jr., Auto Mechanics Mynor Ramos, and Mordechai Rosenblum (BK 15); and Auto Mechanics Frank Mera and Alan Wang (BK 18).

# WHAT'S HAPPENING UNION ROUNDUP

**NYC Director of Labor Relations Robert Linn** testified at a City Council hearing that the projected \$400 million in health-care savings for the first year will be met. He said he was pleased with the first year's collaborative effort between the City and labor to achieve the savings and felt confident that the success will carry on into other years.

**The 220 Trades Coalition** met with management at HHC to discuss their decision to provide uniforms to all hospital trades personnel. Discussions are in the early stages. Some unions expressed specific requirements, including that all uniforms be "Made in America."

**Local 246 has met** with the Welfare Fund consultant to begin reviewing future ben-

efit improvements for the coming year. Fund Administrator and Union President Joe Colangelo said the Trustees are looking at additional benefits that could possibly be offered to members, or ways of enhancing what is already offered.

**All unions representing 220 prevailing rate titles** were invited by the Civil Service Coalition of Building Trades & Municipal Unions (Our 220 Trades Coalition) to a meeting hosted by the MLC and Chairman Harry Nespoli. The purpose was to plan our strategy about challenging the City's costing of pensions for 220 trades contracts. The group decided after the meeting to see if the Comptroller would use his jurisdiction to compel the City to a hearing and prove its costing meth-

odology. The City has changed from the method used in the last 25 or so years. We also agreed to investigate the hiring of an actuary to provide opinion if the new method is proven to be flawed.

**An additional contract meeting** took place in mid April and although there was no final outcome, positive steps were taken toward bringing closure to all unresolved contracts. Local 246 is negotiating 10 contracts and as always, is addressing the individual needs and specifics of each group represented. The only exceptions are the MGO and Tractor Operators, which have a joint bargaining certificate with IUOE Local 15, and the Sheet Metal Workers' contract that requires resolution of the pension and benefit costing.



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# IMPACT

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REMEMBER OUR TROOPS & PRAY FOR THEIR SAFETY

## VISIT WITH DOT SIGN PAINTER/LETTERERS

President Joe Colangelo (far left) and Recording Secretary Anthony Reyes (far right) visited the Sign Painter/Letterers at the Department of Transportation in Maspeth, Queens to discuss upcoming contract negotiations.

Members at this shop are responsible for producing all the various signs that DOT uses throughout the City — and that's a lot of signs.

"Our Sign Painters and Letterers have a very unique job," Colangelo said. "The City manufactures thousands and thousands of streets signs every year, so our guys are kept very busy."

Colangelo said that this shop is one of the largest employers of Local 246 members in the title Sign Painter/Letterer. From left: Lynn Volini, Luis Cabana, Henry Chin, Bolivar Rodriguez, Alex Soutanis, Ira Altman, Eddie Mark and Tom Baumann.

