

IMPACT

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CONTRACT NEGOTIATIONS UNION WORKING TO FINALIZE TERMS

As Local 246 prepares for the next round of bargaining, all pertinent 220 Labor Law Verifications and Verified Complaints have been filed with the City, which is required prior to negotiations of any contract terms.

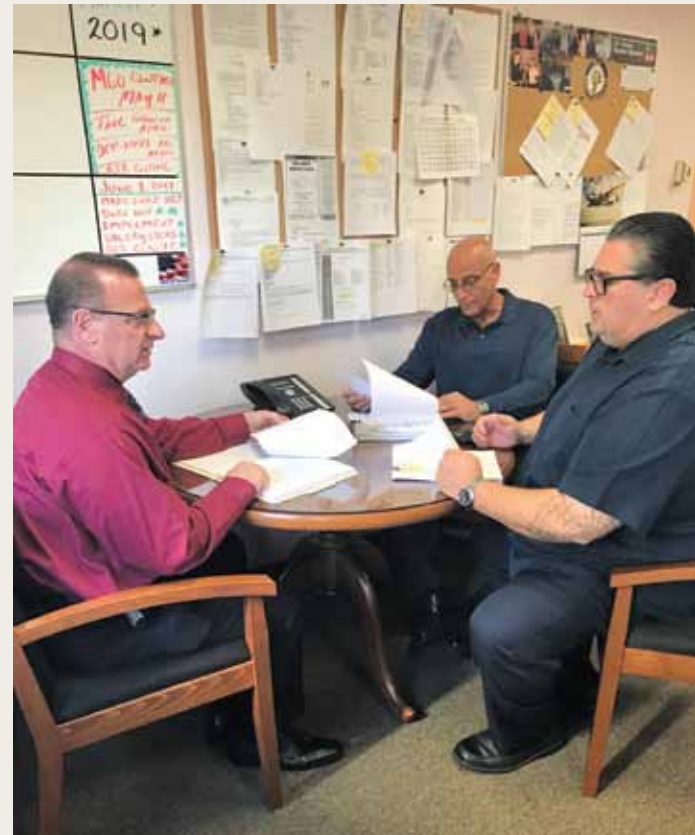
With the prior Bloomberg Administration refusing to negotiate with labor unless it included health care premium copays, unions were left no other choice but to wait until current Mayor Bill de Blasio took office in order to settle the current contracts. More labor friendly, he promised to sit at the bargaining table immediately and resolve all outstanding contracts.

"He kept his promise and we resolved our contracts with the de Blasio administration, as did all other City unions. But those contracts were long expired, which means we are back at the bargaining table relatively quickly," said President Joe Colangelo.

He said the Union is still waiting for some minor language corrections to the non-economic agreements and the Auto Service Worker contract.

"In preparation for the upcoming round of negotiations, the Executive Board will be discussing items that are specific to each tile. The union also will be canvassing members for input. We have resolved many outstanding items for various titles in past rounds of bargaining and some changes to either contract language or job safety have helped improve our members lives," Colangelo said.

Contracts being worked on now include those for Motor Grader Operators, Tractor Operators, Carriage Upholsterers, Letterers/Sign Painters, Auto Mechanic et. al., Rubber Tire Repairers, Automotive Service Workers, and Sheet Metal Workers.



President Joe Colangelo, Treasurer Ray Schacor, and Recording-Secretary Anthony Reyes meet to go over some of the outstanding contracts.



New York City SEIU Local 246

217 Broadway, New York, N.Y. 10007

Phone: 212.233.0616 • Fax: 212.385.1859

Outside NY: 1.800.903.0246

Web site: www.nyclocal246.org

PRESIDENT JOSEPH A. COLANGELO
VICE PRESIDENT. JAMES GRILLO
SEC./TREAS. RAYMOND S. SCHACOR
RECORDING SECRETARY ANTHONY REYES
SENTINEL PHILIP MAZAL

Union Trustees

Jack Minerva 718.334.8977
Stanley Pirpinias 718.495.5410
Edward Wojcik 646.210.7932
Business Agent
Thomas Graziano 212.233.0616

Shop Stewards

Mark Bardes 212.839.3052
Sheet Metal Citywide Representative
Dominic Bavaro 718.317.1744
Sanitation, Staten Island Area
Jeff Blond 718.334.9113
Sanitation, 4th Floor CRS
Salvatore Brucculeri. 718.334.9171
Sanitation, 5th Floor CRS
Joe Buzzell. 917.501.5590
DOT — MGO Field Representative
TBD
Parks
Edward Clas 718.546.1308/1725
Correction
Michael Faix 347.565.2081/2084
Sanitation, Bronx Area
Harry Febo 718.476.7533
Police
Joseph Fishkin 718.571.7248
Fire Dept.
Andy Hiralall 718.495.5428
Police
Imran Massiah 929.214.0359
BOE CRS
Richard Mazze 718.784.6515
Fire Dept.
Chris Olsen. 718.743.6925
Sanitation — Brooklyn & Cioffe Area
Anthony Piazza 718.649.8256
Sanitation & Cioffe
Roy Rodriguez 212.926.1033
Sanitation
Michael Tsangarakis 917.328.9340
DEP
Peter Tucci 516.581.7139
DOT
Jason Vetter. 718.334.8977
San

Office Staff

Rosemary Aragona, Pat Cruz, Antoinette Hamwi

NEWSLETTER DESIGN/PRODUCTION:

Marci Rosenblum ♦ RWD Group
845.364.0222 ♦ marci@rwdgroup.com

Message from President JOSEPH A. COLANGELO



As I sit to write my message this month, we are just one week away from Election Day and the vote on Con Con. By the time you read this, however, it will be old news.

I do want to thank all our members who helped spread the word about Con Con. As always is the case with communication, it takes everyone being involved to stay ahead of the game. We live in a fast-paced world with news that literally travels at the speed of light. With just one click of a button, millions get an update via some form of social media.

Our union started entering the social media world with our website almost eight years ago. It's become the go-to place for members to download benefit forms, read about updates and news, check on the calendar of events,

and locate officer and Shop Steward contact information. Then came Facebook. While initially hesitant to enter this realm, it has proven to be one of our most effective means of communication. Combined with our membership meetings, officer visits to shops, email blasts, and our newsletter, we can honestly say we are doing everything we can to keep members up-to-date and informed in this new age of technology.

Lately we have entered in the world of Twitter. The Con Con campaign was a great way to force ourselves to do even more than we have in the past. We utilized our social media accounts to constantly post and tweet about the dangers of a Constitutional Convention, reminding members to vote no, and linking with other unions fighting the same battle. We saw an increase in membership engagement, which has been great. You have liked our posts, commented, shared, and retweeted — all of which went a long way in spreading the word.

Not only is social media a great way to promote what's going on within the union to the membership, but also a way for us to let others know the work we are doing and the



success we have achieved. I hope that this momentum continues and that more of you who have social media will like our Facebook page and follow us on Twitter. Keep liking. Keep commenting. And by all means, keep sharing and retweeting. It's how others are going to stay tuned in to Local 246.

We have also been collecting email addresses of members as another means of disseminating information in a very timely manner. As we move closer to 2018, it is something we would like to utilize even more, as it's a fast and an inexpensive way of letting you all know about meetings, events, rallies, and important information that needs your attention. If you haven't already provided us your email, please do so by sending your contact information to nyc-246seiu@nyclocal246.org

Social media is here to stay. We saw with the Con Con battle that it is an effective method of engagement. It helped labor spread the word about Con Con. But this Constitutional Convention battle will be far from labor's last.

In fact, the Supreme Court case of Janus vs. AFSCME is right on its heels. It's another fight for labor, and one that is definitely an uphill battle. The case is yet another attempt to crush the labor movement using the argument of free speech, and is one of 11 cases the justices added to the court's docket from the roughly 2,000 petitions seeking review.

In the Janus case, the court will consider whether public-sector unions may require workers who are not members to help pay for collective bargaining. The consensus is the Supreme Court will strike down the 40-year precedent that requires free riders to pay what's called Agency Shop Fee to cover the cost of bargaining union contracts and grievance proceedings, along with many other functions the unions provide that are not political. If in fact the court's answer is no, unions could stand to lose a substantial source of revenue, thereby curtailing the services we can provide to the general membership.

The same question was before the justices last year in Friedrichs v. California Teachers Association. The Supreme Court seemed likely to rule against the unions when the case was argued in January 2016. But the death of Justice Antonin Scalia the next month resulted in a 4-to-4 deadlock. While this did give labor a brief reprieve, Justice Scalia's replacement, Justice Neil M. Gorsuch, has

voted consistently with the court's more conservative members and is likely to supply a fifth vote against organized labor.

Local 246, in addition to the rest of organized labor across the country, will again turn to social media as a means of explaining the Janus case, what it means for labor, and how we can deal with the expected outcome.

The goal of the anti-union forces has been the same since unions were formed due to our success in gaining more protections for workers, such as decent wages and benefits. The movement against unions has been successful in decimating membership in the private sector, so it was only a matter of time before they got to the public sector unions as well.

Our union has been protecting and providing benefits to our members for 65 years. Several years ago, we ran a story on one of our retired members, Pasquale Tannariello, who even came to a membership meeting — and he was 100 years old. I bring this up in order to point out that at 100 years old, he was still receiving medical, prescription, dental, and optical coverage from Local 246. This is something our future retirees might not be entitled to if the Janus case is successful and unions lose membership and the dues that come along with that.

This country, and our jobs, would be significantly different without unions. Not only are we able to provide you with benefits long into your retirement years, but we are the ones fighting your battles on the job as active members. So when people ask why they should continue to support their union, the answer is fairly simple. It's time for more members to get involved. Come to meetings. Participate in the parades we march in. Attend events. And if nothing else, join us on social media.

As a final note, I want to extend our heartfelt condolences to the families of those killed in the recent senseless terrorist attack on the Westside Highway bicycle path. It was tragic and another reason why, as we approach the Thanksgiving holiday, we remain thankful for what we have and the opportunities we are given. Also, please remember to keep in mind those serving overseas fighting to stop terrorism and allowing us to continue enjoying the freedom we have. I hope you all enjoy the time you will spend with family and friends. See you at the November General Membership meeting.

JOIN US ON SOCIAL MEDIA



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SEIU Local 246



Follow us on Twitter
@nyclocal246

GENERAL MEMBERSHIP MEETING

Thursday, **NOVEMBER 16, 2017**

6:00 p.m.

St. Stanislaus Church

61-17 Grand Avenue, Maspeth, NY 11378

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

IN MEMORIAM

Thomas Fulmore

Ret. Auto Mechanic — DOT

Louis Mangiapia Sr.

Ret. Auto Mechanic — San

Allen Peddie

Active Auto Mechanic — DOT

IN MEMORIAM FAMILY

Julio Alverio (Sister)

Auto Service Worker — DOT

John Cinarella (Mother)

Auto Mechanic — Fire

Frank Ferenczi (Brother)

Auto Mechanic — San

Albert Grajales (Brother)

Auto Mechanic — DOT

Thomas Graziano (Brother)

Local 246 Business Agent

Louis Simonetti (Mother)

Auto Electrician — San

Alexander Soutanis (Father)

Sign Painter — DOT

Robert Stewart (Father)

Auto Mechanic — Fire

NEW MEMBERS

Colvin Bacchus

Machinist — San

Jose Castaneda

Auto Service Worker — Police

Vinod Kisto

Auto Service Worker — Police

Joseph Roy

Auto Service Worker — Police

Malissa Soto

Auto Service Worker — Police

GOOD & WELFARE

FDNY AM & SOM RETIREMENTS

Recording Secretary Anthony Reyes attended several member retirement parties recently to send the Union's best wishes to those leaving City service. In top left photo, Reyes stopped by the FDNY 34th Street Shop to celebrate with Auto Machinists Patrick Bartlett, on the job for 31 years and Bernard Schelchere, for 27 years. In photo at top right, FDNY friends and co-workers gather for the retirement celebration.

In second row at left, both Supervisor of Mechanics Seigfried "Ziggy" Blechschmidt and Auto Mechanic John Perez Auto Mechanic, both with 30 years on the job, celebrated their final work days at the Review Avenue Shop. Reyes also visited with night crew Mechanics at the 34th Street Shop (middle row at right) where the Mechanics were giving their Supervisor Edward Topak (pictured center) a sendoff for his retirement after 31 years.

In bottom photo, Auto Mechanic John Barbone received a lively retirement celebration marking his 30 years from his friends and co-workers.



NEWS & NOTES

ANNUAL TURKEY RAFFLE — The Union's traditional turkey raffle will take place at the November General Membership Meeting. (60) lucky winners will receive a gift certificate that can be used at their local supermarket to purchase a turkey. You must be present to win, so come and participate. The odds are very good. Good luck to all.

EXCUSED ABSENCES FOR BREAST & PROSTATE CANCER SCREENINGS — NYC employees are entitled to excused leave to undertake a screening for breast or prostate cancer. Employees are now entitled to take a paid leave of absence for a sufficient period of time, not to exceed four hours, on an annual basis for either of these screenings. The entire period of leave is excused leave, not to be charged against any other leave that the employee is entitled to receive.

CONGRATULATIONS TO OCTOBER GIFT CARD WINNERS — **Edward Smith** (Ret. Auto Mechanic — San), **Gayah Jagdharry** (Ret. Auto Mechanic — DOT), **Javier Valentin** (Auto Mechanic — Police), and **Daniel Trezza** (Auto Service Worker — DOC).

SPECIAL THANKS — In the last issue of the IMPACT, we forgot to mention the hard work and time spent by three members in organizing the union's contingent in the Labor Day Parade. We couldn't have done it without Shop Steward Sal Brucculeri (Sanitation,

5th Floor CRS), who did a fantastic job setting up, as well as Auto Mechanic Sal Scala (San) and Shop Steward Richie Mazze (Fire).

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.org. Once you do find a dentist, please call the dentist to verify that they still participate with Heathplex. The group number for ACTIVE members is GG-493A, while the group number for RETIREES is GG-493R.

LOCAL 246 EMAIL BLAST SYSTEM — The Union has implemented an email blast system for disseminating important information to our members in the fastest way possible. These email blasts will contain useful reminders, updates on pending issues, and calls to action. Your email address will never be used for any other purpose. Please sign up now by sending your name and email address to nyc246seiu@nyclocal246.org

FUNDS EXTEND COVERAGE TO ACTIVE MEMBER'S CHILDREN UP TO 26 — You may enroll 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.

ONLY MEDICARE-ELIGIBLE RETIREES ENROLLED IN APPROVED HMOS — Local 246 is preparing the first half of 2017's reimbursement payments for those Medicare-eligible retirees currently enrolled and/or who have opted to purchase their drug rider through deductions in their pension checks. In order to receive reimbursement from the Retirees Welfare Fund, eligible retirees must forward to the Union Office copies of their pension stubs for the period of January 1-June 30, 2017.

OPTICAL UPDATES — Members no longer need an optical voucher from the Fund Of-

fice. To receive your optical benefits from a participating provider, simply call the provider to make an appointment. Participating providers will have the paperwork in their offices. The benefit providers are GVS (General Vision Services), Vision Screening, or CPS Comprehensive Professional Services. To find a location, please log onto our website.

UPDATE YOUR DUES CARD — Members who change titles or transfer to another agency are required to fill out a new dues authorization card. Ask your Shop Steward for a new card or call the Union at 212.233.0616. Return completed cards to the Union office.

IMPORTANT REMINDER — You must notify your union or Shop Steward immediately when you are promoted to another title such as foreman, or a provisional title that is not represented by Local 246, or if you are going to be taken off payroll, after you use up all of your time due to sickness, accident or compensation injury.

COPE RAFFLE WINNER — Winner of the 50/50 Cope Raffle for October 2017 was **Henry Meckl** (Ret. Auto Mechanic — San). Treasurer Ray Schacor presents Meckl with his winnings, after Business Agent Tom Graziano drew the winning ticket.



RETIRING MEMBERS

Siu-Long Choi
Machinist — DEP

James Culbert
Auto Mechanic — DOT

Stanley Kowalski
Auto Mechanic Diesel — Police

Bernard Schelchere
Auto Mechanic — Fire

Andrew Sekelsky
Machinist — DEP

UNION ROUNDUP

Agencies have starting hiring from the Auto Mechanic and Auto Mechanic Diesel lists, both for the promotional exams and open competitive exams. As always, there are some concerns about the process that we are addressing with DCAS. We are working on sponsoring classes for both exams but in the meantime, practice exams are posted on the website. We encourage everyone to start studying now. Please remember the classes are to help you in your study preparation and are not meant as a substitute for individual preparation.

After our meeting with Sanitation to address the Union's concerns surrounding snow equipment upgrades, the Agency did increase overtime. As a follow-up, and as requested by Sanitation Shop Stewards, we will be holding a labor-management meeting to continue discussing issues of concern to the members in Sanitation.

The MLC held a joint meeting of the Steering Committee and the General Membership at the end of September. The purpose of the meeting requested by OLR was to acknowledge that labor has met its goal of achieving \$3.4 billion in savings in four years. After a lengthy presentation by Robert Linn, Commissioner of the City's Office of Labor Relations, he got to the point — New York City employees are in the small group of employees who do not pay health care premiums. Although he assured us raises in the upcoming round of bargaining will not be tied to this issue, it's quite clear that it will be looming in the background.

Local 246 made a donation to the strike fund of Spectrum/Charter workers, members of Local 3 International Brotherhood of Electrical Workers, who have been on strike since March 28, 2017. While the head of Spectrum was compensated almost \$98 million last year, he has asked his workers

to give up their pensions for a 401K plan and pay premiums for health care. As with all members striking, these workers are suffering financially while corporate executives earning millions remain greedy as ever.

Shop Steward Dominic Caracciolo from Parks has resigned his position to coincide with his retirement. We wish him all the best. We will be holding a Shop Steward election to replace him.

President Joe Colangelo and Vice President Jim Grillo met recently with Pam Elardo, Deputy Commissioner, Bureau of Wastewater Treatment at DEP, to discuss the findings of an internal survey of their employees she initiated regarding agency personnel. One of the items discussed was the retention of Machinists and Machinist Helpers, who often promote to titles like Oiler or Supervisor of Mechanical Equipment. Colangelo said that the Agency is willing to partner with the Union in order

REVISED JOB SPECS MUST BE NEGOTIATED

The Office of Labor Relations (OLR) is attempting to change the job specifications for Auto Service Workers (ASW) in the Police Department without input from the Union.

In early September, President Joe Colangelo said the Union met with OLR to discuss the inclusion of wording that would require ASWs to disassemble police vehicles and check all equipment that police are required to have in their vehicles at all times.

"The City cannot just rewrite the job description of one of our titles without getting input from the union," Colangelo said. "That's in violation of the terms of our contract and what was negotiated with the City."

In a letter to the DCAS Director of Classification and Compensation, Colangelo wrote, "Based upon the proposed revisions to the job specification, Local 246 is respectfully demanding to bargain over the changes in

the terms and conditions of employment."

He offered several examples that constitute changes to the contract, including the addition of the phrases "disassembly of vehicles" and "transports vehicles to and from vendors, shops and precincts."

"These items, along with other proposed revisions, constitute changes in the terms and conditions of employment that must be addressed in collective bargaining. The union would like to schedule a meeting to go over the entire proposal before submission to the DCAS Commissioner for approval. Please be further advised that Local 246 is making a formal demand to bargain to the Office of Labor Relations," Colangelo wrote in his letter.

He said the changes are in a direct response to the hiring of approximately 100 Auto Service Workers to replace Vehicle Coordinators who were previously police officers,

thereby freeing up the patrolmen for other assignments.

"We are concerned that because the equipment carried in the police vehicles is not familiar to ASWs, our members will be responsible for items they don't know enough about," Colangelo said. "We have requested a complete list of these items and proper training."

"If one of our members was instructed to check out a vehicle, we would assume that meant check the fluids, the tire pressure and the lights. The new job specs would also mean we would be responsible for making sure the police equipment is not only in the vehicle, but is working properly. We are obviously concerned about this situation, and are now awaiting a follow-up with OLR to rectify the situation."

to come up with a solution. Ongoing discussions are taking place between the Union, the Agency, and OLR.

The interpretation of experience requirements when filing for civil service exams is causing some who apply to receive disqualification notices. Local 246 met with DCAS recently to discuss the problem that has led to the increased number of applicants being notified that they do not meet qualification requirements. DCAS has agreed to review that policy, as well as have union representation in the future when discussing examination protocol but it's an ongoing conversation to come up with a permanent solution.

As you may be aware, Local 246 and IUOE Local 15 hold a joint bargaining certificate for the Motor Grader Operator and Tractor Operator job titles. In a joint effort to address the Department of Transportation's loss of an outside contractor that was disbarred mid-season, leaving the Agency asking both

unions' members to help achieve the annual "Lane mileage" goal that is set each year, allowing the City to continue receiving its federal highway funding. President Joe Colangelo, along with the IUOE Business Agent, met with members and asked for input on how to assist with the Agency's request for help from our members to meet this year's quota. The members all agreed to do what's needed to reach the goal, and as always, our members have a shared desire to get things done.

The Union is once again holding its annual Canned Food Drive for the holidays. This is just an early reminder that each year we collect non perishable foods that members bring either to their worksites or to the December General Membership Meeting. The food is then donated to area food pantries to help those in need during the holiday season. Collection boxes will be set up at work locations for drop offs for those who cannot make it to the December meeting.

The 220 Trades Coalition Charity Golf Outing this year raised \$17,644 to help wounded veterans. In the four years since the event began, the total raised is \$68,765. President Colangelo said the Coalition thanks all those members who participated and donated to this great cause as it shows how much we all give back to our communities and to others.

President Joe Colangelo is reminding members to be careful about what they post on personal social media pages. Management in each City agency and department monitors social media outlets on a regular basis. If you identify yourself as an employee of a City agency, there is a good chance it will be detected and your posting could be flagged for possible violation of your department's code of conduct. This could lead to disciplinary charges. Please be careful what you post on social media.

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IMPACT

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REMEMBER OUR TROOPS & PRAY FOR THEIR SAFETY

MEMBERS AWARDED FOR CREATIVITY

If you want something done right, ask a Local 246 member. If you need a solution to a problem, ask a Local 246 member.

With recent Environmental Health and Safety (EHS) progress reports indicating that hand injuries can occur when sledgehammers are used in combination with other tools like breaker bars to repair and replace fire hydrants and gate valve nuts, the Department of Environmental Protection (DEP) wanted a safer way to perform the work that would result in fewer injuries.

That's where Bureau of Water Supply (BWS) Machinists Arthur Batson and Glenn Corwin stepped in.

The two were asked to fabricate breaker bars with handles so the work could be completed in a much more secure way. Of course, Batson and Corwin came through successfully.

"Once again, our members show just how good we are at our jobs and how creative we can be when a problem arises," said President Joe Colangelo. "Arthur and Glenn have proven that Local 246 members are the best in our trade."

As a result of this work, both were nominated by the Bureau of Water and Sewer Operations (BWSO) EHS to receive the DEP Always Creating Excellence (ACE) Award for Environmental Health and Safety.



"This is not the first time a Local 246 member has come up with a creative solution for the City," Colangelo said. "This type of work continues to shine a spotlight on the Union."