Business Manager/President Robert J. Troeller takes the opportunity to advocate for increases to the custodial budget and hiring of new Custodian Engineers at the Recognition Awards Ceremony at Tweed Courthouse on March 9, 2015
Dear Brothers and Sisters,

As the leader of our Union, it is my responsibility to review the past, evaluate the present and plan for the future. I do this constantly to make sure mistakes are avoided and opportunities are not lost. In the past few years, numerous members expressed their concerns that we would not get our full raise or all the back pay we were owed. Some members feared we would have to make harmful concessions just to reach an agreement. Others thought the number of contractor jobs would soar and that they would never give another Custodian Engineer exam. Today, we have a contract that provides for raises until the end of 2016. We are getting all the income owed to us through back pay and lump sum payments and nothing was given up in the process. The recently certified Civil Service List has numerous qualified individuals ready to become Custodian Engineers and fill the ranks of Local 891.

Together, we have frequently overcome obstacles and will continue to meet the challenges ahead. As always, the strength of our Union emanates from the active participation of our members. Although people have worked hard to earn the necessary credentials, paid the fees to take the test and studied to pass what was by all accounts a difficult exam, the Department of Education has yet to hire more than a handful of Custodian Engineers from the available list. We are going to do all we can to change that. Our provisional members who are on Civil Service List #3057 deserve the opportunity to finally gain Civil Service status. Licensed provisionals, who did not place on the list, yet have served the Department well, should have been retained since there are not nearly enough candidates qualified to fill all the Level II vacancies. If DSF exhausts the list of qualified licensed individuals, as they did with past lists, they could rehire those members.

You are an important part of our plan. The Borough Chairmen, Education Committee, Legislative Committee, Temporary Care Committee and Watchdog Committee all have vital and intersecting roles. The CSA (Council of School Supervisors & Administrators) and their members have expressed a strong desire to have a permanent Custodian Engineer in each school building. After so many years without a list, it seems absurd not to hire all the qualified candidates. I have been informed that many Principals that currently have Temporary Care Custodians or Contractors have asked the Chancellor for a permanent Custodian Engineer. Provisional Custodian Engineers and TC Custodian Engineers should speak to their Principals and ask if they too would contact the Chancellor and request a permanent CE from List #3057. If you have questions about how to proceed, please contact your Borough Chairman, the Watchdog Chairman or the TC Chairman.

Most of the candidates on the list have been trained and mentored by current or former Custodian Engineers. They have every right to expect to be called and given the opportunity to be considered for a position as a Level I or Level II CE, depending on their qualifications. Those candidates eligible for selective certification must be sure they received something in writing from DCAS indicating they are listed as eligible for selective certification. To meet that qualification a candidate must have either a Stationary Engineers License and Air Pollution Certificate or a Refrigeration Engineers License and Air Pollution Certificate. Several candidates have written to Mayor de Blasio and respectfully asked why DSF is not calling from the list. We encourage others on List #3057 to do the same. A Principal in a school where a custodial worker is waiting to be called has contacted the Chancellor and asked that the person be given the opportunity to advance to the position of CE. Those members who know candidates waiting to be called should contact the Education Committee for advice. Together we will make this happen!
NYC DEPT OF EDUCATION EMERALD SOCIETY ANNUAL DINNER
MICHAEL KELLY – IRISH CUSTODIAN ENGINEER OF THE YEAR
TERRACE ON THE PARK – MARCH 6, 2015

Family and friends enjoyed celebrating with Michael Kelly.

The camaraderie was shared between Business Manager/President Robert Troeller and President Ernest Logan (Council of School Supervisors & Administrators.)

IN MEMORIAM

It is with deep regret that we announce the passing of the following Brother:

PHIL BAST
Retired Custodian Engineer Level ll (M660)

Condolences may be sent to:

Robert Bast
906 Manor Lane
West Bayshore, NY 11706
CHANCELLOR CARMEN FARINA HELD THE FIRST RECOGNITION AWARD CEREMONY
FOR CUSTODIAN ENGINEERS WHO EXCELLED IN JOB PERFORMANCE AT TWEED
COURTHOUSE ON MARCH 9, 2015

April 2015

BLOOD BANK

The next Local 891 Blood Drive is scheduled for Friday May 22, 2015, beginning at 8A.M.

I hope to see many of our members donate and keep Local 891’s Blood Drives a continued success. This will be our 65th year of organizing blood drives. Donating is a quick and painless process that will help save the lives of at least three people per donation. Any member who donates on May 22 is reminded to keep their original donor receipts and please mail or fax copies of your donations to me. I recommend you start a folder and keep all your donation information in it. I am not informed by Blood Services when you make a donation. I would also like to remind the members that we are not required to fill out the PD-19 form that some Plant Managers have been requesting. Both sites, the Local 891 Union Hall at the Navy Yard and the Melville, Long Island site, will be open for the convenience of our members.

Submitted By: Evan Manca
Blood Bank Committee Chairman

END OF LIFE DIRECTIVES:
CHOOSING THE APPROPRIATE COURSE

BY: MIRKIN & GORDON, P.C.

In the last quarter century, we have written a number of articles about legislative and court decisions concerning end of life directives. In reviewing this material, it is clear that an individual is presented with many alternatives and options upon which decisions must be made on an informed, individual basis. To that end, a review of the various options could be helpful.

• Durable Power of Attorney (as revised in 2010): This is a very useful and important document that gives another person the power and authority to manage someone’s financial affairs particularly when one is disabled.

• Last Will and Testament: This is an individual’s formal, written directive as to how and by whom his estate is to be distributed upon his death. It is also used to, if applicable, designate a guardian of minor children.

• Health Care Proxy: This document enables an individual to designate a particular person(s) to make health care decisions on his/her behalf.

• HIPAA Authorization: This document authorizes the dissemination of an individual’s personal health related information to particular persons such as a health care proxy.

• Living Will: A Living Will is an individual’s written directive that informs and complements the health care proxy (e.g. not to be placed on life support) and will supersede any contrary directions that may be given by the proxy.

• MOLST (Medical Orders for Life Sustaining Treatment): This directive is prepared in conjunction with a doctor to document an individual’s preferences for end-of-life care and life sustaining treatment. This form is approved for use as a Do Not Resuscitate (DNR) form that is relied upon by EMTs and other emergency health professionals in the field.

• Disposition of Decedent’s Remains: This relatively new document enables an individual to designate a particular person(s) to make arrangements and decisions concerning disposition of the individual’s body upon death.

The above directives are available under the Union’s Legal Services Plan not only to you, the member, but also to your spouse, your parents and your spouse’s parents at no cost. If you wish to turn your attention to this subject, an appointment can be readily scheduled with an attorney to review your current directives and discuss the applicability of these end of life directives.

RETIRING

Custodian Engineers are reminded that they should contact their Union prior to retirement. Information regarding benefits and insurance policies are discussed. Answers to your questions at this time may save you a lot of work later during retirement.

PRINCIPAL RATING

Members are reminded they only have 30 days to grieve a Principal’s Rating. Any member wanting to grieve a rating should contact their Borough Chairman. Please contact your Union immediately upon receiving a Principal’s Rating you wish to grieve.
CHANCELLOR CARMEN FARIÑA HELD THE FIRST RECOGNITION AWARD CEREMONY FOR CUSTODIAN ENGINEERS WHO EXCELLED IN JOB PERFORMANCE AT TWEED COURTHOUSE ON MARCH 9, 2015

Left to Right: CE W. Purdy; CE K. Brand; CE J. Cuadras; CE R. Leto; Business Manager/President R. J. Troeller; Deputy Chancellor Elizabeth Rose; CE E. Dutton and CE J. Durack.

Left to Right: C.E. Keith Brand (Q239) and Chancellor Carmen Fariña.

Left to Right: Deputy Chancellor Elizabeth Rose; CE Eugene Dutton; Chancellor Carmen Fariña.
IN MEMORIAM

It is with deep regret that we announce the passing of the following Brother:

PHIL BAST

Retired Custodian Engineer Level II (M660)

Condolences may be sent to:
Robert Bast
906 Manor Lane
West Bayshore, NY 11706

RATING AND TRANSFER

The following is the list of School Custodian Engineers Level I and Level II who will transfer on Friday April 24, 2015.

<table>
<thead>
<tr>
<th>Name</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Steve Marinaro</td>
<td>M124</td>
<td>M022</td>
</tr>
<tr>
<td>Manuel Arroyo</td>
<td>M165</td>
<td>M054</td>
</tr>
<tr>
<td>Alfredo Lori</td>
<td>X181</td>
<td>M118</td>
</tr>
<tr>
<td>Michael Kyprius</td>
<td>M025</td>
<td>M440</td>
</tr>
<tr>
<td>James McKillop</td>
<td>Q146</td>
<td>M827</td>
</tr>
<tr>
<td>Trevor Rampersad</td>
<td>Q089</td>
<td>K117</td>
</tr>
<tr>
<td>Emmanuel Torres</td>
<td>K176</td>
<td>K142</td>
</tr>
<tr>
<td>Keith P. Russell</td>
<td>K048</td>
<td>K170/940</td>
</tr>
<tr>
<td>Rocco Marano</td>
<td>K057</td>
<td>K180/121</td>
</tr>
<tr>
<td>Salvatore Incontro</td>
<td>K232</td>
<td>K205</td>
</tr>
<tr>
<td>Richard Fasulo</td>
<td>R045</td>
<td>K236</td>
</tr>
<tr>
<td>James Walsh</td>
<td>K346/364</td>
<td>K240/997</td>
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<tr>
<td>Peter Lombardo</td>
<td>K202</td>
<td>K244/860</td>
</tr>
<tr>
<td>Christopher Miele</td>
<td>K031</td>
<td>K257</td>
</tr>
<tr>
<td>George Gutierrez, Jr.</td>
<td>K145</td>
<td>K320</td>
</tr>
<tr>
<td>Sean Fitzpatrick</td>
<td>Q195</td>
<td>K383</td>
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<tr>
<td>Jose Casado</td>
<td>K071</td>
<td>K650</td>
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<tr>
<td>Christopher Sweeney</td>
<td>R043</td>
<td>K655</td>
</tr>
<tr>
<td>Patrick Clarke</td>
<td>Q042</td>
<td>K660/848</td>
</tr>
<tr>
<td>Omar Thompson</td>
<td>Q095</td>
<td>Q123/781</td>
</tr>
<tr>
<td>Edwin Castro</td>
<td>Q722</td>
<td>Q125</td>
</tr>
<tr>
<td>John Marzec</td>
<td>Q014</td>
<td>Q126</td>
</tr>
<tr>
<td>Peter Meehan</td>
<td>K327</td>
<td>Q153</td>
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<tr>
<td>Patrick Gannon</td>
<td>K106</td>
<td>Q159</td>
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<tr>
<td>Michael Mastrangelo</td>
<td>Q193</td>
<td>Q169</td>
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<tr>
<td>William Magismsen</td>
<td>K270</td>
<td>Q173</td>
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<tr>
<td>Robert Hattenrath</td>
<td>Q031</td>
<td>Q219</td>
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<tr>
<td>Glenn Taphouse</td>
<td>Q068</td>
<td>Q247/878</td>
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<tr>
<td>Francisco Feliciano</td>
<td>Q253/907</td>
<td>Q253/907</td>
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<tr>
<td>Patrick Dermody</td>
<td>Q707</td>
<td>Q316</td>
</tr>
<tr>
<td>Steven Lopez</td>
<td>K435</td>
<td>Q410</td>
</tr>
<tr>
<td>Gerard Estelle</td>
<td>K415</td>
<td>Q420</td>
</tr>
<tr>
<td>Kevin Gallagher</td>
<td>Q485/488</td>
<td>Q425/426</td>
</tr>
<tr>
<td>Eric Doreste</td>
<td>Q485/488</td>
<td>Q425/426</td>
</tr>
<tr>
<td>James P. O’Connell</td>
<td>Q452</td>
<td>Q435</td>
</tr>
<tr>
<td>William Rice</td>
<td>Q686</td>
<td>Q455/457</td>
</tr>
<tr>
<td>Louis J. Esposito</td>
<td>R002</td>
<td>R007/005</td>
</tr>
<tr>
<td>Mariano Ramirez</td>
<td>K126/034</td>
<td>R013</td>
</tr>
<tr>
<td>Harry Santana</td>
<td>R030</td>
<td>R022</td>
</tr>
<tr>
<td>Robert Cappello</td>
<td>X136</td>
<td>R435</td>
</tr>
<tr>
<td>Calvin Young</td>
<td>K220</td>
<td>R861</td>
</tr>
<tr>
<td>Kevin Gibson</td>
<td>X135</td>
<td>X094</td>
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<tr>
<td>Frank Byrne</td>
<td>M056</td>
<td>X400</td>
</tr>
<tr>
<td>Wilfredo Ramos</td>
<td>X131</td>
<td>X400</td>
</tr>
<tr>
<td>Celestino Fernandez</td>
<td>X116</td>
<td>X405</td>
</tr>
</tbody>
</table>

Submitted By: Robert Calamia
Rating and Transfer Committee Chairman

EFFECTIVE DISCIPLINE

Last month I had listed steps you should take while counseling an employee on what is expected of them. The next step in the Progressive Discipline process is to give a verbal warning. A verbal warning is when performance or misconduct problems continue after counseling and assistance (for example more training) have taken place.

Although this step is explaining verbal warnings—these warnings, should be set forth in a written document that clearly designates the document as a Verbal Warning.

For example: This memorandum confirms our meeting of April 9, 2014 during which you received a Verbal Warning for ________________.

This creates a written record that may ultimately support your case if further discipline is required later on. It becomes a more formalized discipline to notify the employee that the issue is serious and that he/she must improve their performance or stop the misconduct.

When formulating the memorandum, present a clear and concise statement of the problem and/or the rule violated. You may even want to attach a photocopy of the rule or regulation at issue (such as part of their work schedule).

Refer to the details of the incident that prompted the warning:

- Who/What/Where/When
- Reference the prior counseling session – date, reiterate what was told to the employee at that time
- Repeat previous expectations. Tell them again what you expect, what behavior is unacceptable.

Make sure you deliver a copy of any memorandum to the employee personally. Do not leave any disciplinary documents on their time cards.

Submitted By: Frank Byrne
Grievance Chairman Local 32BJ/94
MAY 15, 2015
SAVE THE DATE

International Union of Operating Engineers  
Local 891

Annual Dinner  
Russo’s on the Bay  
Howard Beach, New York

All tickets are $100 per ticket
Get your tickets early.  
Submit payment for all tickets directly to Local 891’s office at the Navy Yard.

16TH ANNUAL  
COLUMBIA ASSOCIATION’S  
GOLF OUTING

Hamlet Wind Watch Golf and Country Club  
1715 Vanderbilt Motor Parkway  
Hauppauge, New York  

May 26, 2015  
$150.00 per person  
7:30am Shotgun Start  
For more information please call:  
Mike Brogna (718) 399-6966  
Pete Maddaloni (718) 224-2740

VARIABLE RATE  
The Pension Committee reports that the Variable Unit value for the month of March 2015 is $94.079.

LOCAL 891  
International Union of Operating Engineers  
87th Annual Dinner Dance

JOURNAL ADVERTISEMENT FORM

Gold Page  
$900.00
Silver Page  
$600.00
Full Page  
$400.00
Half Page  
$250.00
Business Card  
$100.00

Ads can be submitted electronically in the following formats:  
PDF, JPEG, EPS, TIFF, Quark, InDesign, Illustrator,  
Word or plain text format no later than April 20, 2015  
Email your Ad to: ADS@Local891.com

YOU ARE HEREBY AUTHORIZED TO INSERT A___________PAGE ADVERTISEMENT IN THE LOCAL 891 JOURNAL.

Name
Business/Organization
Address
City  State  Zip
Telephone:  Email:

AD DEADLINE IS APRIL 20, 2015
We reserve the right to refuse any journal ads  
This is not tax deductible.
We are not a 501(c)(3) charitable organization and as such any contributions, gifts or other payments are not tax deductible for charitable purposes.

Payment for ads can be mailed to:  
I.U.O.E., Local 891  
Brooklyn Navy Yard  
63 Flushing Avenue — Unit 358  
Brooklyn, New York 11205-1085

BOARD OF EDUCATION  
AMERICAN LEGION POST 1088

ANNUAL SCHOLARSHIP GOLF OUTING

June 2, 2015  
Start Time  8:00 a.m.  
Pelham Golf Course  
Bronx, NY  

$150.00 per person  
For more information please call:  
Pedro Arroyo (718) 402-6028  
Joe Montalto (914) 318-1004
PAYROLL AND PERMITS

SPRING RECESS

The spring recess begins on Friday, April 3 and ends on Friday, April 10. All staff and students return on April 13. Friday, April 3 (Good Friday) is a DOE holiday for CE’s and their staff. Good Friday is in the schedule and therefore is not reimbursable.

SPRING RECESS EXTENDED USE

As per CBA, for such weekdays when schools are closed before and after Christmas and Easter, the fee is $51.73. This includes the use of 15 classrooms or equivalent. No deductions shall be made for a lesser use of space. For space used in excess of 15 classrooms, the evening space rates shall apply. In addition, labor fees at the basic rate of wages for fireman times the hours the buildings are occupied shall be charged. Contractor working in the building during spring recess between the hours of 8 AM to 5 PM are not required to pay a fee.

FINAL DAR

The 4th Quarter DAR for 2014 should be received at the end of March. Please be reminded that excess monies are due 30 days from the receipt of their demand for excess notice. Review DAR for any errors or omissions and use the inquiry form if necessary. 1st Quarter DAR for 2015 should be received at the end of March.

Submitted By: Andrew Foti
Permit & Payroll Committee Chairman

DID YOU KNOW?

Exceptions- If you receive an exception, you only have 30 days to file a grievance.

Final Audit Reports- You only have 30 days to file a grievance

Electronic PO 2 - As per the CBA you do not have to enter the bill date or the check date. Also, you do not have to enter the word “cash” in any column.