



The | WINTER 2013 | arpenter

NEW YORK CITY DISTRICT
COUNCIL of CARPENTERS

WE BUILD THIS CITY

The **HUDSON
YARDS PROJECT**
will bring in over
6 million carpenter hours

*Rendering of
Hudson Yards
development,
slated for
completion in
2021*

| **Contracts Update** | **Hurricane Sandy** | **Sweatshops** | **WTC Topped Off**



| MICHAEL BILELLO

Brothers and Sisters,

I want to begin by mentioning our fallen brother, Michael McQuade, beloved husband and father of two. Michael, a Dockbuilder Diver, died while working on the job Sunday, February 17, 2013. We mourn his family's loss, which is our loss as well. While at the funeral service, I stood between VP Mike Cavanaugh and President Steve McInnis and was struck by how important it is for us to be there for our members and their families at all times. I offer my sincere condolences to the McQuade Family.

One of the most pressing of the many issues this District Council has had to deal with over the past year since we've been in office is the drastic cuts to the Welfare Fund benefits. These cuts, instituted this past June, were the result of a decision made by an arbitrator prior to our being elected and unbeknownst to us until taking office. These cuts have since become one of our primary issues to rectify. One clear path forward to attaining that goal is increasing the number of man hours contributed to our benefits funds.

Man hours contributed to the funds as the result of our labor have fluctuated from 23 million a year, five years ago, down to 15 million, two years ago, and up to 18.5 this past year. The problem is almost two million of those hours don't stay here in the New York City District Council of Carpenters Benefit Funds. Instead, they are reciprocated to the benefit funds of other district councils. Members of those councils work those hours in our jurisdiction. That was the primary reason for negotiating the Wall Ceiling Agreement with what is known as the Full Mobility clause. The ability to capture those hours by matching members *not* from this District Council with a member of *this* District Council is a key component of making our Welfare Fund healthy again. We need to keep every hour possible that is worked here in **our** benefit funds. Additionally, increasing the contribution rate to the Welfare Fund—when the raises from that contract are realized—is a path to ending co-payments, bringing back dental and eliminating retiree monthly premiums.

The Wall Ceiling contract was negotiated last August but could not be implemented due to the requirements imposed by the Review Officer (RO). The Full Mobility manning provisions could not move forward without the approval of the RO, the US Attorney, and finally Judge Berman who oversees the Consent Decree and Stipulation and Order, under which the RO operates. This all required the building of an electronic system which shop stewards would report hours on a daily basis as opposed to a weekly basis as is done now with paper steward reports. Finally, after building, testing and training of payroll department employees and stewards the whole program went before Judge Berman in February and could be implemented very soon. Thank you for your patience while we painstakingly navigated through this long process. A detailed explanation of this compliance program can be found on the District Council website.

Also about to be put to a ratification vote is the Building Contractors Association (BCA) Agreement which we have been negotiating over the past year. The details of that agreement are also available on our website. The Agreement contains language for a Market Recovery Addendum to capture work our signatory contractors do not have a market share of or have lost to the non-union sector. It is up to us to capture those hours for our members and our benefit funds.

Looking ahead we are focused on continuing with aggressive organizing campaigns to recapture work we have lost to non-union developers, contractors and out of town entities that have broken into this market and have no loyalty to this city, or the tradespeople that have built it. It is critical to our survival and one of many things we focus on every day, and we need your continued support.

Faternally yours,

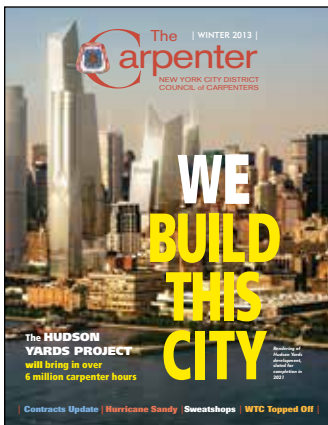
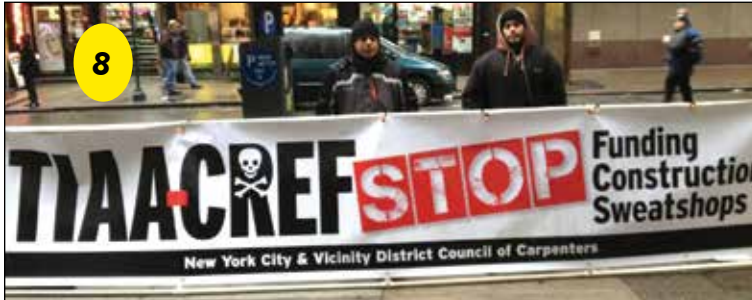


157 W. 57th Street

We believe this method will enable greater speed, accuracy and ethical reporting for investigating discrepancies.

—Vice President Michael Cavanaugh

5



FEATURES

- 5 **Contracts Update**
- 6 **Hurricane Sandy: Weathering the Storm**
- 10 **We Build This City**
- 13 **Build Up NYC: Heats Up This Winter**
- 14 **WTC Topped Off**

DEPARTMENTS

- 2 Message from the Executive Secretary-Treasurer
- 4 Messages from the President and Vice President
- 7 Member Spotlight: Lance Stiles
- 8 Organizing
- 9 Political Action
- 12 Message from the Inspector General
- 16 Labor Technical College
- 19 Recent Retirees
- 19 In Memoriam

The Carpenter
Published Quarterly

Editor
Kwame Patterson

Assistant Editor
Jenna O'Donnell

Art Director
Nina Clayton

On the cover
Hudson Yards Project

**The District Council
of Carpenters**
395 Hudson St.
New York, NY 10014
nycdistrictcouncil.com





| A Message from our Vice President

| MICHAEL CAVANAUGH

Brothers and Sisters,

As we continue to move well into 2013 we can all agree that the working dues assessments have been a huge obstacle that we have had to overcome - not only for the members, but for the District Council as well. I am happy to inform the membership that there is light at the end of the tunnel. Starting July 1, 2013 our signatory contractors will no longer be remitting benefits through A.D.P., but will be remitting electronically through a new vendor (ISSI), using a system called I-Remit.

This new system will allow the District Council to implement a working dues check off provision within the C.B.A. s. This provision, when coupled with your dues check off authorization form, will allow your Employer to deduct your working dues on a weekly basis and forward them on your behalf through I-Remit to the District Council. You will continue to receive your full vacation check with no deductions, and you will no longer be billed from the District Council. This will save everyone time and aggravation.

In the coming weeks, members will be receiving detailed information regarding the upcoming system for the collection of working dues. Members will also be receiving a dues check off authorization form that must be signed and returned to the District Council in order to participate in this dues check off process. This form will give your Employers the authorization to deduct working dues on your behalf and forward them to the District Council. The District Council will need the cooperation of the membership to make this a successful process.

Your Council staff continues to work vigorously to secure work for the membership. The future looks bright with upcoming projects like Hudson Yards, Tappan Zee and Bayonne Bridges, and the Willets Point Project. Our staff continues to fight for work in markets like hospitality and residential by investing in new ideas as well as continuing traditional tactics. We are strengthening our position on new projects like City Point and the Brooklyn Bridge Park, with the intention of securing more hours for our members and their families.

I would also like to acknowledge and congratulate our newly elected President, Steve McInnis. Steve brings a great deal of experience and industry knowledge to the District Council. With the election behind us, it is time now to UNITE and become the very best Council that we can be for the entire membership. Remember, Solidarity = Success.

Fraternally,



160 W. 62nd Street

Meet our Newly Elected President

Political Director and LU 157 member **Steve McInnis** became President of The NYCDCC after a victory in a special election held this past December. McInnis has been a member for over 19 years and worked as the political director for the last 14 years. He has helped broker city and state legislation that has helped members gain wage increases, benefits and work hours.



District Council Goes Paperless

Compliance Program Institutes New Method for Reporting Work Hours

It's a new year at the District Council and our members will soon be working under brand new contracts. A proposed agreement with the Building Contractors Association has been posted on our website for member review. In addition, initial negotiations with the Association of Wall-Ceiling and Carpentry Industries were completed last fall. Your leaders are working hard to meet every condition to ensure members will be working under these new contracts in 2013.

The District Council Goes Digital

As part of the new agreements, the days of paper reporting for shop stewards will soon be over. One condition of the new Wall-Ceiling Agreement includes the creation of a compliance piece that requires the establishment of a program for the website that enables shop stewards assigned to a job to log in and report member work hours in real time. This compliance program has been tested and approved and will be rolled out in the coming months.

After a pilot program, The DC and the Wall & Ceiling decided upon the best devices to use and the proper way in which to cover the cost for the these much-needed devices. It was decided that funds from Labor

Management would be applied towards the purchase of potentially up to 1,000 tablets based on durability, reliability and costs.

This program means that shop stewards will get access to devices that enable them to record

member hours during work time. Employers will then be responsible for verifying the logged hours and reporting any discrepancies as part of this new work hour reporting program.

"With the turnaround time for resolving disputes promising to be much faster, we believe this method will enable greater speed, accuracy and ethical reporting for investigating discrepancies," said Michael Cavanaugh, VP of the New York City District Council of Carpenters.

Pilot Program

In order to test the efficiency of this new technology, a Pilot Program was carried out with shop stewards and employers at a select number of job sites. A limited variety of tablets were acquired in order to be used for this trial. Shop stewards received training for the user-friendly reporting system, and they provided valuable feedback. The Pilot Program was a tremendous success, and soon all of our shop stewards will be reporting hours electronically, using this brand new system that will greatly increase speed and accuracy. With this new system in place, the District Council is making great use of emerging technologies as we improve the way we do business.



Motorola ET1 Enterprise Tablets will soon be used by carpenter shop stewards on jobsites throughout the city.

The Pilot Program required a great deal of collaboration between Executive Staff, Shop Stewards in the Pilot Program, the Review Officer and the Inspector General.

Weekly Shop Steward Reports Will Now Be Daily

After a lengthy process, the DC selected Motorola's ET1 Enterprise Tablets as its new reporting device. Training of some 50 shop stewards per night on the use of the new devices began in late February and we anticipate a major roll out in early March. Once implemented, the DC will begin phasing out the paper-based Stewards Weekly Payroll Report. Previously submitted on a weekly basis, shop stewards will now be able to quickly and easily report hours on a daily basis. All of the tablets will be provided at job sites for the Shop Stewards.



Weathering the STORM

Carpenters
Assistance Program
coordinates
District Council
relief efforts in
the wake of
Hurricane Sandy

In response to Hurricane Sandy, the New York City District Council of Carpenters quickly organized a program to assist our fellow brothers and sisters in need. We began our efforts by assessing the damages sustained to our membership in the storm. We encouraged all of our members who were affected to call in and provide us with details about their sustained damages. As a means of providing the membership with as much information as possible, a packet containing various resources was created which was readily available via the District Council website, at the Council and Benefit Funds, all Shop Stewards and handed out on job sites by Council Representatives. In total, we had approximately 167 members call in to report damages.

While compiling a list of those affected we also made a list of members willing to volunteer their time with the clean-up. Apprentices, journeyman, and retirees all called in to donate their skills to assist their fellow brothers and sisters in their time of need. Members were not only generous with their time but also with their donations. One such member, Mark Mellone from LU 157, who was laid off at the time and wanting to do more than just volunteer, purchased an abundance of cleaning supplies to take with him to a volunteer site. Mark was not alone in his endeavors. With the help of fellow members, staff and the generosity of others, we were able to collect 27 boxes worth of donations. These donations were distributed to churches to assist in their efforts.



The carpenter crew at Long Beach included EST Mike Bilello.



NYCDCC members at work ripping wet drywall and insulation from a flooded Staten Island home.

In an attempt to expand the scope of our volunteer work after the storm, the New York City District Council teamed up with H.E.A.R.T. 9/11, a non-profit organization, and assisted not only fellow union members, but others who were affected by Sandy. Our endeavors reached those in Brooklyn, Long Beach, the Rockaways, Breezy Point and Staten Island. Council Representatives, Chris Wallace, Eamonn Carey, Michael Rodin and Bill Lacey were among those who took on the responsibility of lead person for various sites. They were joined by many of the council representatives and employees of the council who volunteered their time to assist those in need. The Labor Technical College also organized their efforts and mobilized the apprentices to various sites where they assisted members of the most ravaged communities with demo work.

...providing the membership with as much information as possible, a packet containing various resources was created

We continue to provide information and support to all those who were affected by Sandy and we will continue to rise up against any adversity that comes our way. Through this devastation has come the great opportunity for this union to come together and demonstrate what it means to be a proud union member and a union family. Our thoughts and prayers continue to be with all of those affected by Super Storm Sandy.

| member spotlight |

My Account of THE STORM

Brother Lance Stiles—whose Staten Island home was damaged in Hurricane Sandy—tells us how his Union Brothers came through for him.

After leaving with my pets right as the water was rushing into my house, I walked back through the water to the house to get a bag of things my wife and I had packed just in case we had to leave and to turn off the electric and gas. When I went into the flooded basement, **I knew it was time to get out.**

Leaving the house, I made my way through water that was up to my chest back to my jeep and headed for higher ground at Hyland Boulevard. With nowhere to go, we had to spend the night in a parking lot until the water receded. I finally got back in my house at about 4:30 am and found everything inside had been thrown around by the water. **It took me about an hour to realize how much damage there was to my home.**

My wife and I booked a room at the Hilton Gardens thinking we would only be there for a few days. Well, three months later we were asked to leave because FEMA funds ran out so we are back in the house as of Sunday, January 27th.

As for the help we received in recovering from this disaster—that has mostly come from the union.

Kristen O'Brien from the Carpenters Assistance Program put me in contact with Chris Wallace, a District Council Representative. He came to my neighborhood on November 9th with more than 20 Brothers and he left us with 5 guys and took the rest to help others in my neighborhood. The guys who came out didn't stop until they had removed all of the flood damage.

One week later, another District Council representative, Eamonn Carey came out to help. A week after that Eamonn and two other brothers came back and helped sheet-rock my house, and they didn't stop working until I ran out of rock.

I want to thank everyone that came to help us at our house. I cannot put my feelings and thanks into words of how much they have helped us. These brothers were outstanding. A few had lost as much as me or more but that didn't stop them from being there for another brother.

And mostly I want to thank Kristin O'Brien at the Carpenters Assistance Program who has gone out of her way to help us and to show what our union was founded for.



"As for the help we received in recovering from this disaster—that has mostly come from the union."

Lance Stiles and his wife Sandy outside of their home in New Dorp Beach, Staten Island.



Historically, sweatshop employees have received low wages and skimpy or no benefits, and were forced to work long hours, usually in dangerous and unhealthy working conditions. They fear being fired or suffering other retaliation if they complain. Sweatshop conditions do not exist only in factories; they can also exist in service industries such as construction.

Partnering with TIAA-CREF on a construction sweatshop in Long Island City are developer O'Connor Capital Partners and its general contractor McGowan Builders. McGowan subcontracts to firms that do not provide their workers with retirement plans or health care benefits and pay far less than the area standard wage. Responsible contractors cannot compete with such exploitative conditions, which lead to a race to the bottom.

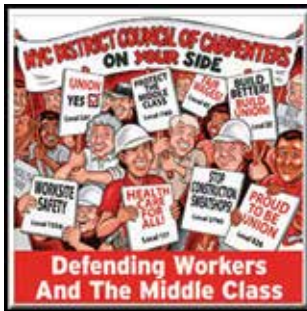
As members of the New York City and Vicinity District Council of Carpenters (NYCDCC), we take our jobs as union carpenters very seriously. We set the standards for training, productivity, quality workmanship and workplace safety. We'll never stop fighting for working people, union and non-union alike.

Construction projects done with shoddy workmanship and materials are both a safety hazard and, particularly with respect to public works projects, are far more costly to taxpayers.

The NYCDCC and its affiliated locals insist on fair wages and benefits, safe working conditions, dignity on the job and representation at the bargaining table. We strongly object to, and will continue to challenge, employers working in the community that exploit workers by unjustly refusing to pay area-standard wages and benefits to their craftsmen and craftswomen.

Union Members' Pension Funds Fuel NON Union Construction!

An alarming number of union pension funds these days are being invested into Private Equity Funds and REIT's (Real Estate Investment Trusts) that are subsequently using union members' pension funds to build non-union. These are not new investments, REIT's started in the early 1960's and Private Equity Funds have been around much longer. In the past and even on some current projects, they are funding union jobs as well.



What is disturbing is the amount of union members pension funds that are financing NON UNION Construction and creating "Construction Sweatshops".

The reality is that most union members, especially union members in the public sector, have no knowledge or control over these investments.

In public employee funds, workers and unions sometimes, but certainly not always, are represented on trustee boards. In New York State for example, The New York State Common Retirement Fund (CRF or the Fund) holds assets in trust for more than one million employees and retirees from State governments, and some public au-

thorities. State Comptroller Thomas P. DiNapoli is the sole trustee and manager of the CRF.

Where they are present on the board, workers have a strong voice in determining how their pension assets are overseen. Worker voice on pension fund boards is important because it can provide a broadened vision about how to meet the long-term retirement needs of plan participants and beneficiaries. At the same time, it can serve as a check against arbitrary or short-term decision making that may promote the interests of the plan's sponsors but be detrimental to plan participants and beneficiaries.

First and foremost, our pension funds here at the NYC District Council are NOT funding Non Union Construction. Our trustees, both union and employer, are mindful to make certain this is not the case.

We continue to expose the back room deals by the leadership of certain funds like TIAA-CREF and O'Connor Capital Partners who are creating "Construction Sweatshops" with union members money. We ask for you to help by going to the www.stopconstructionssweatshops.org website and sending a protest letter to President & CEO of TIAA-CREF Roger Ferguson.

Non-Union GC's in Tenant Improvement & Retail Market NYC

The following List is NON UNION General Contractors working in NYC. Be aware of the General Contractor on your job. A NON UNION GC has NO contract with the NYC District Council and NO obligation to our membership.

A.W. & S. Construction Co.
Aragon LLC
Artisan Const. Partners
Benchmark
Casur Corp.
Certified Of Ny Inc.
Cook & Krupa
Cooper Works Inc.
Corporate Interiors Contr
CPM Builders Inc.
DNP Builders LLC / O&D Associates
Folor
Interior Building Service
JKT Construction Inc. Dba Corcon
JRM Construction Mgmt LLC.
Manhattan Business Interiors
Michilli Inc.
Micron General Contracting
Morgan Construction Enterprises, Inc.
Newmark Construction Services
Nucor Construction Corp.
Omnibuild, LLC.
Omnibuild/Cpg Construction
Paul M Maintenance / P.M. Construction
PWI Construction Inc.
Rectenwald Brothers Construction
Reniss Inc.
Ryder Construction Inc.
Schimenti Construction Co.
Shawmut Design And Construction
Titanium Construction Service
Tom Rectenwald Construction
Triton Construction Co.
Vanguard Construction
Whitestar Consit. & Cont.
Facet Construction LLC.
S Digiacoimo & Son Inc.
Foundations Interior Design
Shulman Industries Inc.
Sweeney & Conroy Inc.
Conboy & Mannion Contract.
Shawmut Design And Construction
TNT Interiors Inc.
LJ Construction Mgmt LLC.
Retail Project Mangagement Ny
Lorich Construction Management

For more information please visit stopconstructionssweatshops.org

| political action |

The Political Action Department is working side-by-side with Build UP NYC's (BUNYC's) political committee and supporting other department's initiatives within the District Council by linking them with elected officials. Together, the goal is to create public support and awareness on how economic development performed in an irresponsible manner can be both a danger to the community, as well as result in the mistreatment of workers.

To launch the political end of the campaign, BUNYC began the strategic effort of advancing a "Good Jobs and Responsible Development Policy" in all Manhattan Community Boards. The goal of the resolution was to educate board members on the issues their communities would face if they approve projects from developers with a history of irresponsible behavior, and have them raise these issues when projects are presented to their boards.

With the full support of the Manhattan Borough President Scott Stringer, the Manhattan Borough Board resoundingly passed the resolution and now Community Boards in Manhattan have the tools they need to help them determine if new projects coming into their neighborhoods will be built and operated the right way for their communities and workers. While Community Boards serve in only an advisory capacity, their input on local issues is an important part of the Uniform Land Use Review Process (ULURP).

The Political Action Department in cooperation with BUNYC will expand this effort to other Boroughs in an attempt to implement responsible development policy throughout NYC.

2013 Legislative Agenda

The District Council will continue to support a procurement legislation, which if enacted, will improve and regulate the job order contracting (JOCs) method. Currently, JOCs is an unspecified contracting method which leads to noncompliance with prevailing wage and other labor law requirements, especially on larger projects. The District Council believes this legislation will address the current problems, because it will restrict the usage of JOCs to small projects (\$500,00 or less per city agency), and will ensure contractors pay the prevailing wage on public work.

The NYS Senate passed JOCs through its chamber last legislative session, but was held up in the Assembly. This year, the District Council will aggressively lobby in support of this legislation in attempts of passing it through both state chambers and signed by Governor Andrew Cuomo.

Help JOCs Get Passed:

- Please visit www.nycdistrictcouncil.com/political.aspx to download a sample letter in support of JOCs and send it to your elected official.
- To find your State Senator, visit www.nysenate.gov/senators
- To find your State Assemblymember, visit www.assembly.state.ny.us/mem/?sh=search

Gary LaBarbera, president of Build Up NYC, talks to New York City decision makers as well as mayoral hopefuls during the legislative briefing.



Other items the Political Action Department will monitor statewide in 2013:

Debarment on State level for federally debarred contractors

This legislation will close a current loophole that allows federally debarred contractors and subcontractors to work on New York State funded public works projects.

Casino Gaming

As part of Gov. Cuomo's 2013 agenda, he has asked the state Legislature to pass a Constitutional amendment authorizing up to seven casinos in NYS. The Political Action Department will be involved in this process to ensure that the legislation is enacted with Project Labor Agreement (PLA) language.

Leaseback clarification (definition of public work)

Currently, Leaseback project agreements made with public entities and third party developers do not define "public work" in statute, and this could lead to prevailing wage not being paid to construction workers. We will work closely with the NYS Department of Labor to address this issue.

Home Performance Laborer (opposition)

The District Council opposes the proposed Home Performance Laborer Apprenticeship, because we believe every skill set that is set forth as part of this program is already covered by recognized construction trades, and more importantly, there are many jurisdictional issues with the Carpenter's trades. We will follow this closely with the NYS Department of Labor to see this proposal entirely scrapped, or significantly changed.

Tappan Zee Bridge, Goethals Bridge, Bayonne Bridge

We will be in constant conversations with the Governor's Office, NYS Department of Labor and the NYS Thruway Authority to ensure all three projects come with PLA

language, and that the members of the District Council are used to perform all welding work during the construction project.

Mayors Reclassification Litigation and State Civil Service Commission

Mayor Bloomberg had issued an Executive Order reclassifying all Civil Service employees, including Carpenters and related titles, into non-220 pay classifications. This EO was annulled by the State Supreme Court and is now being appealed by the Mayor's Office. We will follow this case closely to make sure such approvals go through the proper process, and will look into possible statutory fixes with regards to Labor and Civil Service laws.

Hurricane Sandy Relief allocations from Community Development Block Grants

We will continue to work with the Mayor and Governor Offices to make sure issues with prevailing wage on reconstruction projects are addressed, and union signatory contractors have the best opportunity to win upcoming bids.

2013 Citywide Elections

2013 is going to be a busy political year. New York City will be electing a new Mayor, City Comptroller, Public Advocate and five Borough Presidents. There are also 51 City Council races, with as many as 22 being open seats. Our Political Action Department will work to make sure our issues are heard, and will support electives ready and willing to work with us in addressing these issues.

In order for this to be a successful political year for the District Council, we will need active participation from all locals and members.

Support your union and Register to Vote!

Voting is one way to get involved. Please visit nycdistrictcouncil.com/political.aspx to download a voter registration form and instructions.

WE BUILD THIS CITY



The Hudson Yards Project

The Hudson Yards Project will bring in over 6 million carpenter hours

As the winter winds down, big construction jobs promising millions of new hours and steady employment are ramping up. Some of these jobs are already in progress. Just along the Hudson River, Related's \$15 billion Hudson Yards project, which will be the largest construction project in New York City's history, is already underway while further up the river, construction of the new Tappan Zee Bridge is set to begin later this year.

Members began work on the 26 acre, 13 million-plus square foot Hudson Yard project last November. By the project's end in 2021, approximately 4,000 carpenters will have worked on this project and generated more than 6.4 million work hours for the New York City District Council. Furthermore, an analysis of the proposed south office tower (Coach Tower) indicates an additional 250,000 hours for NYCDC Carpenters alone, according to the developer.

To date, dozens of members are already on the job doing pile driving and the foundation excavation work along with protection and post tension concrete jobs. Once the project ramps up in 2013, some 23,000 construction workers will become part of this workforce in what's being called the largest single generator of construction jobs for the next decade.

"Related knew they wanted to build a quality product with an experienced workforce and that's why nearly every union in town is a part of this project," said Michael Bilello, Executive Secretary-Treasurer of the District Council of Carpenters. "This development benefits members, developers, the city, and working people in general."

With some trades facing more than 25 percent unemployment among their membership and with non-union employers multiplying; it's good to have a major project of this magnitude finally getting members' boots on the ground.

Year	Jobs		Hours
	Total	DC Carpenters	DC Carpenters
2012	128	18	30,836
2013	443	68	116,123
2014	1,737	282	483,263
2015	3,506	569	975,189
2016	4,389	712	1,220,763
2017	7,009	1,137	1,949,812
2018	3,285	533	913,854
2019	1,449	235	402,988
2020	933	151	259,599
2021	99	16	27,546
Total	22,978	3,720	6,379,972

The Hudson Yards Project



The Hudson Yards Project

a good deal and are informed of what's needed to work on the project, the District Council recently met with the winning project contractors, Traylor Brothers Inc., Granite Construction Northeast, Fluor Enterprises Inc., and American Bridge Company.

Tappan Zee could employ as much 100 dockbuilders at its peak. These members will be required to have certifications, including a SWAC and/or TWIC card, which are government background checks, certified New York State DOT welder and other welding certifications which have not yet been determined by the general contractor. Members who are looking to work on this job should start signing up and taking welding classes to prepare for the NY State DOT welding test, get their SWAC and TWIC cards as well as their OSHA 3.

A conservative benefit hour projection for this project would be approximately 800,000 hours for the length of the project for the dockbuilders alone. Additional bridge work includes the Bayonne Bridge's "Raise the Roadway" project starting this spring as well as the Goethals Bridge Replacement project slated to begin in 2014. Work on the Verrazano Bridge is scheduled for the near future.

The future is bright for the District Council's rank and file. Other major upcoming jobs will be the Columbia University Expansion, where we'll be working on the super structure

Tappan Zee Project

Our members are also ready to hit the water as work on the Governor Malcolm Wilson Tappan Zee toll bridge will soon begin. This project is intended to correct sub-standard structural, operational, mobility, safety and security features of the existing bridge. While members are not on the Tappan Zee project yet, when construction begins in May, LU 1556 members will be called onsite. Completion is slated for 2018 at which time the old bridge is set to be demolished.

To ensure that our members get a good deal and are informed of what's needed to work on the project, the District Council recently met with the winning project contractors, Traylor Brothers Inc., Granite Construction Northeast, Fluor Enterprises Inc., and American Bridge Company.

Tappan Zee could employ as much 100 dockbuilders at its peak. These members will be required to have certifications, including a SWAC and/or TWIC card, which are government background checks, certified New York State DOT welder and other welding certifications which have not yet been determined by the general contractor. Members who are looking to work on this job should start signing up and taking welding classes to prepare for the NY State DOT welding test, get their SWAC and TWIC cards as well as their OSHA 3.

A conservative benefit hour projection for this project would be approximately 800,000 hours for the length of the project for the dockbuilders alone. Additional bridge work includes the Bayonne Bridge's "Raise the Roadway" project starting this spring as well as the Goethals Bridge Replacement project slated to begin in 2014. Work on the Verrazano Bridge is scheduled for the near future.

The future is bright for the District Council's rank and file. Other major upcoming jobs will be the Columbia University Expansion, where we'll be working on the super structure



Construction of the new Tappan Zee bridge design (top) will employ more than 100 dockbuilders at peak construction. The old bridge (bottom) will be demolished after the new one is completed in 2018.

concrete and dormitory work as well as massive developments in midtown Manhattan. The DC has also acquired some Sandy Relief work in Long Island, Breezy Point, Brooklyn, Long Beach, Bellevue Hospital, and on Coney Island. District Council Representatives also report that they have had some success in turning around non-union Hotel contractors into union contractors.

The push to increase our market share and put members back to work continues as we look ahead to a busy construction season on the horizon.



From the Office of the New York City & Vicinity District Council of Carpenters Inspector General

New Jobsite Integrity Program

The Office of the Inspector General, in conjunction with the Review Officer, will be instituting a jobsite integrity program. This new program has been created in response to the Compliance Provisions related to Full Mobility under the Collective Bargaining Agreement between the District Council and the Association of Wall-Ceiling & Carpentry Industries of New York, Inc.

The Office of the Inspector General is looking for retired carpenters who would be interested in working under the supervision of the Inspector General primarily monitoring one and two-person jobs that ordinarily would not have Shop Stewards assigned to them. If

any retired carpenter is interested in this job opportunity, please see the job description provided below. This announcement has also been posted on the New York City District Council's website under the I.G.'s Office Job Opportunities tab.

Thank you for your cooperation.

Fraternally,
Scott C. Danielson
Inspector General

Immediate Opportunity | Office of the Inspector General

Position Available: **Jobsite Integrity Inspector**

Duties:

This position involves the responsibility of ensuring compliance on jobsites with the Collective Bargaining Agreements and enforcing Out-of-Work List Rules.

In addition, the following duties will be performed:

- Check jobsites daily
- Conduct integrity checks on the jobsites
- Gather field intelligence
- File reports

Qualifications:

- Must be a retired carpenter with a minimum of 15 pension credits
- Must have the following certifications:
 - 10-hour OSHA (minimum)
 - Sexual Harassment
 - First Aid
 - CPR
 - 4-hour Scaffold (minimum)
- Must be able to obtain a Transportation Worker Identification Credential (TWIC) and a Secure Worker Access Consortium Card (SWAC) if applicant does not already have these cards
- Must be able to pass a criminal background check and drug test

- Must be able to utilize a computer and Ipad
- Must be available to work irregular hours and weekends
- Must maintain a valid Driver's License
- Must maintain current Union Card
- Must be able to climb stairs, ladders, and scaffolding
- Must be willing to work 39 hours per month

Salary: \$46.15 per hour

If you are interested in this position, please submit your resume and a cover letter to:

New York City District Council of Carpenters

ATTN: Dana Brownstein

Director of Human Resources

395 Hudson Street, 10th Floor

New York, NY 10014

or to: dbrownstein@nycdistrictcouncil.org



BUILD UP NYC

Heats Up This Winter

The Build Up NYC campaign officially kicked off in February with a legislative briefing attended by mayoral hopefuls and dozens of elected officials from around the city. This was an important step in spreading the word and gaining support in promoting an issue that is near and dear to all of us: maintaining good, middle class jobs.

Build Up NYC is an alliance of working men and women, committed to good jobs and responsible development. We believe that developers who construct and maintain buildings in New York have a responsibility to the communities, tenants and workers who make their success possible.

The New York City & Vicinity District Council of Carpenters, along with the NYC Building and Construction Trades Council, 32BJ-SEIU, and the New York Hotel and Motel Trades Council have joined forces to form a coalition aimed at tackling irresponsible development in New York City. *Build Up New York City* (BUNYC) is a campaign for good jobs and responsible development in building construction, operations, maintenance and security.

We believe that developers
have a responsibility to
the communities, tenants
and workers.

—EST Michael Billelo

All of our members know that the race to the bottom culture in the construction industry hurts both our work and the communities in which such construction takes place. The Build Up NYC coalition is fighting for good jobs for construction workers and a level playing field for the responsible employers in this industry.

This winter, many of our members have done their part

to support this campaign by attending rallies and even testifying at community board meetings throughout the city. With your help, we made our voices heard with a tremendous turnout at the Times Square rally in December. Our dedicated members have also played a fundamental role in gaining the support of a number of community boards throughout the city, who have voted to support Build Up NYC's resolution for responsible development.

With this commitment in mind, Build Up NYC is looking to make strides throughout 2013 as we seek to expose developers who are skimping their workers in wages, robbing New Yorkers by dodging taxes and taking advantage of this city and its residents. Stay tuned to the District Council website, Facebook page and your jobsite's Council Representative to find out how you can mobilize to support this important message.



More than a thousand members participate in a December Build Up NYC rally.

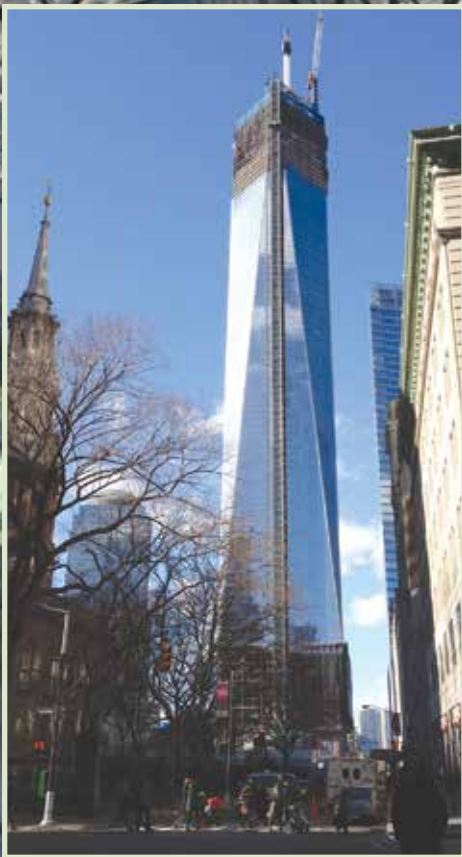
Build Up NYC is an
alliance of working
men and women,
committed to good
jobs and responsible
development.



Union members band together during a February 6th rally outside City Hall in NYC.



Local 740 member Maria Espinal stands up for good jobs at a rally in February.



**After topping off Tower 1,
the "carpenters' crane"
is taken down.**



Members working at the World Trade Center.

Carpenters Top Off WTC Tower 1

A lot of carpenters
worked on the
original towers
in the 60s and 70s

Carpenters poured the roof of the 105th floor of the Tower 1 this winter, marking the completion of all major concrete work at the tower. “It’s a bitter sweet day for Carpenters,” said New York City District Council of Carpenters Executive Secretary-Treasurer Michael Bilello, who also worked at the site before taking over office in 2012. “Our members put their blood, sweat and tears into this job because they understood they were putting up more than a building, they were raising our Country’s resilience.”

January also marked the end of a journey that began more than 30 years ago for some members. “There is a lot of legacy involved in this site,” said WTC Project Supervisor and LU 157 member George Fitzgerald. “A lot of carpenters worked on the original towers in the 60s and 70s. We also helped with the clean up after Sept. 11, and now our children, nieces and nephews are helping to build this one.”

Construction of Tower 1 began in 2006 with more than 120 members at our highest numbers. A couple of weeks ago the remaining 12 carpenters did the last of the formwork to the building’s ceiling. “That’s it,” said Stanley Conroy, WTC general foreman and carpenter. “It’s just curbs and clean up now. It’s been a long trip putting this building up.”

Carpenters played a key role in raising Tower 1 to its highest point. In December, members formed a 6-foot, 1000-yard slab onto the 105th floor upon which a 400+ foot antenna will be placed. Once completely affixed to the base, the antenna will make Tower 1 the tallest building in the United States—1776 feet.

The solid steel antenna, weighing in at more than 1.2 million pounds, is so large it had to be brought in by barge along the Hudson River in 18 pieces. It was raised onto the Carpenters’ base in January. Members also built the interior corridors that center the entire building and stabilize the base.

“Carpenters should take great pride in the fact they brought this from ground to roof,” said Fitzgerald. “Even though nothing of this magnitude has ever been built like this in New York, Carpenters never faltered from the challenge.”

Eighteen members of the District Council were killed on the Sept. 11, 2001 terrorist attacks on the World Trade Center. Tower 1 is scheduled for completion in 2014.



Carpenters George Fitzgerald and Stanley Conroy between more than 1 million lbs. of WTC antenna.

The NYCDCC Labor Technical College is active on a number of initiatives. First, we are happy to share that our first week of Dockbuilder field training in cooperation with Operating Engineers Local 825 went very well. The students, after a few hours in the field, clearly saw the increased benefit to their education by actually being in the field in a controlled and supervised setting to learn hands on skills. We will continue to run these for the 3rd and 4th year apprentices.

Calling All Dockbuilders

We are still seeking dockbuilders who need their welding certification to step up and get training and AWS and DOT certified for a number of upcoming jobs including the Tappan Zee Bridge job. To develop enough dockbuilder DOT certified welders we have been running skills evaluations and then enrolling dockbuilders into the appropriate training to prepare for certification. We have also been scheduling the DOT and AWS certification tests on a regular basis.

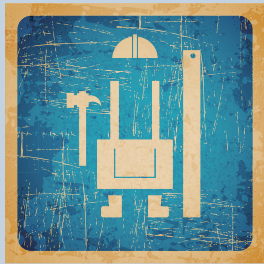


Coming Soon!



COMING SOON to the Labor Technical College: NYC District Council of Carpenters and Labor Technical College Logo wear Store. We have been asked by the membership for years to set up a logo wear store for items with the District Council of Carpenter's logo and the NYCDCC Labor Technical College logo. We are starting off with the familiar items; T-shirts, hats (baseball and beanie), sweatshirts (hoodies and pull overs), mugs, bumper stickers and hard hat stickers, duffle bags and tape measures and other popular items. Look for our opening in early spring. Great for building union pride.

Become a Mentor



Wearing your new found pride, we are asking members to get involved and become mentors to the 1st and 2nd year apprentices. The Labor Technical College is seeking mentors to serve the newly indentured membership and get them started on their careers the

right way. This will entail signing up for a 6 month period and being matched to an apprentice and to be a sounding board for questions on the industry or their specific job. For more information on this program contact John Jongbloed, Membership Advancement Coordinator at the Labor Technical College at 212 727 2224 x 122.



Stand By Classes

The “stand by” option now offered for classes at the LTC is catching on and proving to be popular for those members on the waiting lists waiting to be called for class. To date, we have been able to seat all who came for “stand by” and we have filled classes to appropriate levels. We offer this opportunity on the first night of classes for all classes. You must sign up in person on the first day of class for a class that you are currently on the waiting list for.



Seminar Program Theometrics

We have continued with our seminar program showcasing industry changes and advancements. During the last seminar presented to all the apprentices who were in class that week they met “Theo” the latest in layout robotics from Theometrics. The program was an eye opener for many of our apprentices and staff concerning the application of robotics on our industry and on our trade in particular. If you have an idea for a seminar, feel free to stop by and let us know.

Graduating Apprentice Contest

Please mark your calendars for the 44th Graduating Apprentice Contest to be held at the school on Wednesday March 27th, 2013. We are proud to showcase our graduating apprentices’ skills for the community at large, contractors, leadership, peers and families. All 4th years came in for the written test in February. We are also redesigning some of the projects to keep it interesting.

METRODENT

Premier Discount Dental Plan



For Eligible Members of the New York City
District Council of Carpenters Welfare Fund



One of the most important features of a benefit program is its ability to minimize the out-of-pocket expenses incurred by plan members. While it was unfortunate that the Welfare

Fund was faced with the mandate to terminate the dental plan in June, an arrangement was made with Self-Insured Dental Services, the Funds largest dental plan administrator, to continue to provide members access to its network of participating dentists at the deeply discounted negotiated rates. This important step was taken to enable as many plan members access to the dentists that they were currently utilizing and to minimize the cost of the dental care they are receiving.

Who is eligible to take advantage of this program?

If you are eligible for coverage by the New York City District Council of Carpenters Welfare Fund, you and your eligible dependents will have access to over 2,000 participating Dentists and Dental Specialists at the special negotiated rates. As a member, when using a participating dentist, the amount that you will be charged will be limited to the Schedule of Provider Discounts.

What is the NYCDCC Metrodent Premier Discount Dental Plan?

This plan, which is administered by Administrative Services Only Inc., provides access to a network of more than 2,000 participating general dentists and dental specialists in the New York Metropolitan Region who have agreed to treat plan members in accordance with the schedule of provider discounts. Please remember, this is not a reimbursement program. You will be responsible to reimburse the dentists in accordance with the Schedule of Provider Discounts.

Please refer to the Schedule of Provider Discounts for a complete listing of services and discounted rates.

Since this is not a reimbursement plan, there are

- No Claim Forms to File
- No Annual Maximums
- No Deductibles

You pay the dentist directly in accordance with the Schedule of Provider Discounts

How do I use the Plan?

1. Selecting a Dentist: Simply select a dentist or dental specialist from the Directory of Participating Providers. You may change dentists at any time for any reason. To locate a provider log on to: www.CarpentersDental.com

It is important to understand that the ASO, the Fund nor the Union recommend or endorse any dentist. You should exercise the same care and apply the same criteria in selecting a participating dentist that you would when selecting a non-participating dentist.

2. Schedule an Appointment: After selecting a dentist from the directory, call the dentist's office directly for an appointment. Identify yourself as a New York District Council of Carpenters Welfare Fund member eligible for the Metrodent Premier Discount Dental Plan.

Since there are occasional additions and deletions to the Directory of Participating

Dentists, please verify that the dentists is currently participating when scheduling your appointment and at the time of each visit.

3. During Each Visit:

Discuss your dental health, treatment options and related charges with your dentist. Please remember that this is a discount dental plan. You are responsible for all the charges incurred by you and your family. Please take the time to discuss all treatment and proposed charges before services are rendered. You may wish to bring a copy of this letter and the Schedule of Provider Discounts for reference.

To view the complete Schedule of Provider Discounts listing and if you have any questions or require assistance, please contact

Self-Insured Dental Services/
Administrative Services Only, Inc
at 1-800-537-1238 or visit
www.CarpentersDental.com



- No Claim Forms to File
- No Annual Maximums
- No Deductibles

Service	Sample Provider Charge	Members Pay	Members Save
Oral Exam	\$35	\$17	\$18
Cleaning	\$60	\$30	\$30
Crown	\$675	\$425	\$250
Complete Denture	\$850	\$600	\$250
Periodontal Surgery	\$650	\$400	\$250
Root Canal Therapy	\$650	\$325	\$325
Extraction of Impacted Tooth	\$400	\$225	\$175
Orthodontics	\$4,000	\$2,800	\$1,200

| recent retirees | Congratulations to all of our Retirees!



LOCAL UNION 20

Anderson, Eric R
Cambridge, Cyril Abraham
D'angelis, Brian
Damato, Anthony
Diiorio, George
Mccartney, Henry
Moore, Herman A
Quinn, John
Williamson, Carl

LOCAL UNION 45

Bakke, Kenneth
Banish, Thomas J
Cicero, Joseph D
Comneck, Dorothy J
Laino, Robert
Limperopulos, William
Mcalonen, Patrick
Perusko, Joseph

Posillico, Michael A
Prince, Barry B
Quinn, Patrick
Spohrer, James
Tants, Glenn

LOCAL UNION 157

Abdul-Karim, Jamal H
Adair, Robert J
Albanese, Francesco P
Alston, William
Anthony, Alson A
Ascher, Jeremy J
Atkinson, Lionel
Basile, Steven
Brennan, Michael E
Budd, Scott A
Burnham, Oscar
Byrne, Patrick G
Caffrey, Michael J
Campo, John Paul
Caputo, Robert
Carballeira, Ronald
Castiello, Darren M
Cirillo, John
Civitello, Frank
Climenti, Sebastiano
Colaanni, James A
Cooke, Trevor
Corrigan, James Joseph
D'amore, Filippo
Deegan, Thomas A

Dimiceli, Joseph
Doherty, John
Dolan, James P
Dollard, Michael
Doran, Christopher
Fazio, Frederick
Ferguson, James J
Fernandez, Felix
Ferrigno, Manny
Flannell, Rick E
Flannery, Michael J
Flynn, Brendan V
Fowler, Joseph A
Gabrielsen, Harald S
Gallo, James Saverio
Gazzillo, Pasquale
George, Raymond
Giaramita, Joseph
Gormley, John
Griffith, Otho
Gurwitz, Leonard
Harasiuk, Jan
Hazelwood, Isalyn C
Heffernan, John P
Hillpot, Richard J
Hindman, Scott A
Hughes, Cynthia P
Isfan, Mike
Jahelka, Robert
James, Wilfred D
Janny, Lajos

Jensen, Peter P
Joseph, Brunsfield S
Kelly, James R
Kelty, Gregory
Kilar, Robert
Kirk, William
Kiss, Erno
Kostovic, Jakov
Leong, David
Lettieri, Paul
Liburd, Irvin E
Logerfo, William P
Lombardi, Andrew
Lombardozi, Anthony J
Mando Jr, Andrew R
Mangiaracina, James
Marino, Frank B
Martarella, Martin J
Mattia, Carmine
McBrien, John
Mccrory, John J
Mcdonough, Robert
Mckenzie, Brenton
Mcmurray, Franklin
Merrill, Dan
Mignano, David
Molero, John
Molinelli, Lawrence J
Moynihan, Brendan J
Mustac, Mario
Narducci, Alex

Narducci, Lisa
Neumann, Siegfried
Nilsen, Robert
Nolan, Bryan
Oreilly, Vincent P
Parsons, John
Patalano, Joseph
Puglisi, Anthony
Ribeiro, Joao
Richardson Iii, James G
Richardson Jr, Ralph L
Richardson, Stephen E
Robinson, Edison
Romano, Anthony
Romeo, John
Sanchez Jr, Hector
Schildwachter, Chris A
Simko, Michael
Simon, Romeo
Sirico, Frank
Smith, Trevor L
Spellman, Kieran P
Steiler, Robert
Stewart, Jasper Lloyd
Thompson, Keith A
Tiroff, Pamela M
Tonge, Milton A
Vatavuk, Branko
Walsh, William R
Wentworth, Fred H
Westrack, George

Williams, Lasil J
Williams, Oliver L
Yankelovitz, Abraham
Zeolla, Damiano

LOCAL UNION 740

Benot, Patrick F
Genetos, George A
Hildebrandt, Andrew

LOCAL UNION 926

Baird, Clifton A
Barnett, Christopher
Bonciac, Vlatko
Borrero, Gilbert V
Burke, Charles
Dibenedetto, William
Franklyn, Roland
Gialitis, Emmanuel
Guadalupe, Carlton J
Hernandez, Tommy
Hunte, Stedroy
Lach, Anthony
Meissner, John
Mills, Keith L
Nesbitt, Steadroy
Saul, Norman
Tinos, Konstantinos
Warsaw, Alan

LOCAL UNION 1556

Andersen, Steven
Anguita Jr, Hector N
Boland, John
Braham, Wayne N

Byrn, Michael W
Campbell, George
Cruz, Juan P
Curry, John
Dewise, Kevin
Dufour Jr, George
Escobar, Michael
Florscher, Kenneth
Garcia, Richard
Govier, Kevin W
Kelsey, Denis
Kusold, Joseph G
London, Alvro
Lutz, Robert L
Maldonado, Carlos
Maya, Yavuz
Mccarthy, Michael D
Mejia, Stewart W
Passarella, Guido J
Rivoira, Eduardo
Schutzbank, Martin
Souza, Daniel
Thomas, Alexander
Verpent, Robert J
Williams, Lennox

LOCAL UNION 2790

Alvero, Solomar
Arce, Luis
Argento Jr, Edward S
Arzu Jr, Mariano
Asaro, Antonio
Barrows, Victor
Benedetto, Gerardo

Bigio, Janer
Billy, Leroy
Cabreja, Rafael
Cherry, Leon H
Cimincione, Marco
Coughlin, Brian J
Davenport, Josh
Desvignes, Stanley
Falcon, Angel
Fuchs, Walfredo
Leon, Ludovino
Matysiewicz, Jan
Moussa, Michael C
Ngo, Edwin
Ohlenschlaeger, William D
Perdomo, Jesus
Plexousakis, Pantelis M
Resnick, Douglas
Rivera, Elias
Rotondo, Vito
Rovello, Vincent
Sciuto, Francesco
Terrero, Jose M
Vazquez, Antonio C
Villanueva, Alfredo

LOCAL UNION 2287

Grajales, Carlos
Joyce, Kevin
Parisi Iii, Anthony
Tsang, Chi Ngon
Vincent, Claudio
Zamiello, Richard

| in memoriam |



LOCAL 2790

Clara Azzarone
Angelo Dilaura
John Finocchiaro
Werner Gravenstein
Stefan Keschl
Gerhard Klammer
Joseph Koenig
Gilberto Macente
George Meyn
Guido T Murano
Harry Nudelman
Maria Scarimbolo
Jakob Siladji
Richard W Walters

LOCAL 1556

Nicholas Artura
Giuseppi Belulovich
David V Bonin
Henry D Bonne
Edward C Burke
Ramon Feliciano
Lindemann Jacobsen
Henry Laus
Michael R. McQuade
Thomas Petersen
Jose Rolon
Bjorn A Samuelsen
Robert W Segda
Ronald P Tatarka
Anthony Tylutke

LOCAL 20

Michael Antonelli Sr
John J Donovan
Salvatore Mule
Brian Taranto
Harry Wilkinson

LOCAL 740

Lester Carlsen
Robert Erickson
Martin O'shea

LOCAL 2287

Lindy Adiutori
Richard J Cuneo
Arthur F Laviola
Vincent J Mannino
Eleanor Clara Romaniczak

LOCAL 45

Vito J Acquafredda
Hans Bakke
Ennio Boracci
William Feser
Adolph Geller
Roy V Gullestad
Leonard W Holm
Julius Iten
Pasquale Margioni

Antonio Petulla
Anthony Pullis
John H Sciortino
Peter Trautmann

LOCAL 926

Joe Calandrillo
Alfredo Cirullo
Antonio Cottone
James A Moylan
Corrado Paparella
Peter Savino
Alfred Scalise
Vincent Virgadamo

LOCAL 157

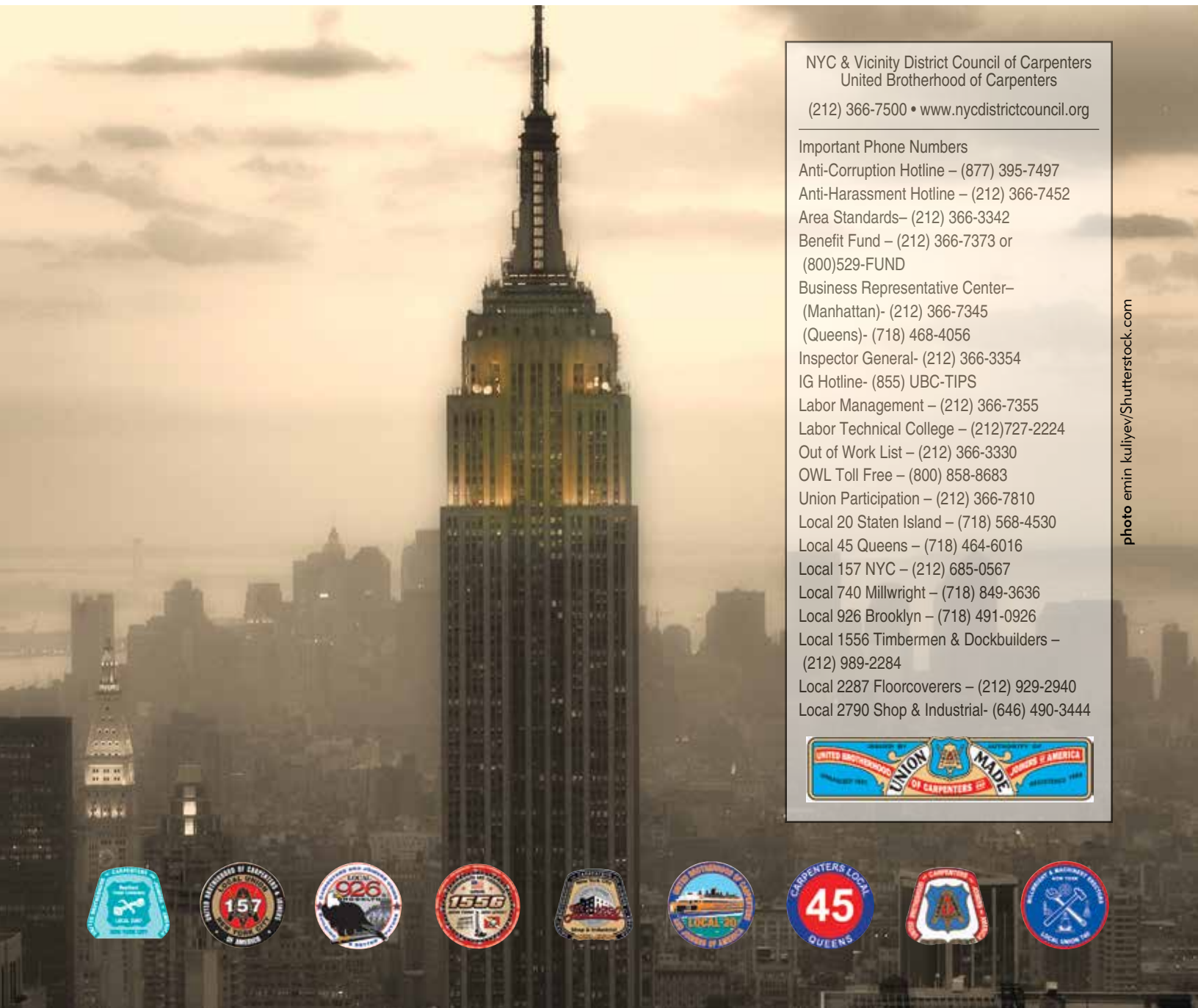
Linden Anderson
Antonio Balayo
Rosario Beninati
Mayer Blum
Vincinza Borzumato
Eugene Bruschi
Vincent Corrigan
Jose Cortijo
Kenneth J Coyle
Philip T Devine
Antonio Dipiazza
John J Durcan
Dino Emanuel
Anthony Florio
Lenus Francis

Frank C Gambino
Jose Gomez
Lawrence J Gulitti
John W Harrison
Hakan Hermans
Patrick Hogan
Samuel James
William Jeppesen
Rubin Johnson
William Lapolla
Marinus W Leemereise
Emanuel Marretta
George Medvecky
Helmut Molzahn
Miguel Montes
Manfred Morgan
Michael F Moroney
Thomas G Murphy
James H Normanly
Nicola Papandrea
Joseph Pizzuto
Samuel Rosenblum
Nicholas Ruggiero
Harry Senzer
Bartholomew Sullivan
Jakob Szklarz
Joseph G Vignone
Raymond Wisneski



NYC District Council of Carpenters
395 Hudson Street
New York, NY 10014

Non Profit
US Postage
PAID
Newark, NJ
Permit No. 456



NYC & Vicinity District Council of Carpenters
United Brotherhood of Carpenters

(212) 366-7500 • www.nycdistrictcouncil.org

Important Phone Numbers

Anti-Corruption Hotline – (877) 395-7497

Anti-Harassment Hotline – (212) 366-7452

Area Standards– (212) 366-3342

Benefit Fund – (212) 366-7373 or
(800)529-FUND

Business Representative Center–
(Manhattan)- (212) 366-7345
(Queens)- (718) 468-4056

Inspector General- (212) 366-3354
IG Hotline- (855) UBC-TIPS

Labor Management – (212) 366-7355

Labor Technical College – (212)727-2224

Out of Work List – (212) 366-3330

OWL Toll Free – (800) 858-8683

Union Participation – (212) 366-7810

Local 20 Staten Island – (718) 568-4530

Local 45 Queens – (718) 464-6016

Local 157 NYC – (212) 685-0567

Local 740 Millwright – (718) 849-3636

Local 926 Brooklyn – (718) 491-0926

Local 1556 Timbermen & Dockbuilders –
(212) 989-2284

Local 2287 Floorcoverers – (212) 929-2940

Local 2790 Shop & Industrial- (646) 490-3444



photo emin kuliyev/Shutterstock.com

