\$30K pledged to make effort work: **Westchester County and Co-op Council Clash and** then Come to A Compromise WHITE PLAINS

Culminating a pitched political, public relations and advertising battle that lasted for the better part of this year, the Cooperative and Condominium Advisory Council (CCAC) of Westchester County, representing more than 400 cooperatives throughout the county, came to a compromise agreement with Westchester County legislators and Westchester County Executive George Latimer over legislation impacting the purchase of shares of

stock in cooperative housing corporations.

Approached by leaders in both the legislative and executive branches of county government, officials of the CCAC, a major component organization of The Building and Realty Institute of Westchester and the Mid-Hudson Region (BRI), forged compromise language that delineates time windows for co-op boards to process applications and provides a mechanism for the county's

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OCTOBER/NOVEMBER 2018

Serving Westchester and the Mid-Hudson Region

News for the Building and Realty Industry Years of

Providing Knowledge

VOL. 17 NO. 4 to the Building Community

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Insurance Insights





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Internet Usage Can Produce For Boards of Co-ops, Condos and their Managing **Agents**

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Proposed Legislation by **Westchester County Affects** the Cooperative Application

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Membership

A Question and **Answer Session,** Membership Director to Building and Realty Institute (BRI) Member!



By Maggie Collins, Director of Membership, The Builders Institute (BI)/Building and Realty Institute (BRI)

The BRI Agrees to A New Labor Contract with Local 32-BJ

By Jeff Hanley, IMPACT Editor

WHITE PLAINS

n what is termed by building and realty industry officials as "a noteworthy victory for employers," the Building and Realty Institute (BRI) recently agreed to a new labor contract with Local 32-BJ Service Employees International Union (SEIU).

The agreement, which runs from Oct. 1, 2018 through Sep. 30, 2022, was reached at approximately 6 p.m. on Sep. 28 at the Crowne Plaza Hotel in White Plains. The settlement capped two months of intense negotiations between the two entities.

The BRI bargained on behalf of its Collective Bargaining Group (CBG). The group is composed of more than 430 buildings and complexes.

"The overall increases are below those from the last (2014-2018) contract," said Matthew Persanis, Esq., labor counsel to the BRI and the association's Lead Negotiator during the negotiations. "The Average Salary Increase of 2.27 percent is below the Consumer Price Index (CPI) for the last 12 months (2.9%). And, buildings should see significant savings with the new Work Assignment Language that was agreed upon between the two parties. The Negotiating Committee of the BRI achieved just what it wanted. It was a victory for our employer members."

Albert Annunziata, executive director of the BRI, described the efforts of the BRI's Negotiating Committee as "outstanding."

"The committee, led by Chairman David Amster, did a tremendous job," Annunziata said. "They represented the members of our Collective Bargaining Group (CBG) in an outstanding way."

The Negotiating Committee represented the three realty associations of the BRI: The Advisory Council of Managing Agents (ACMA), The Apartment Owners Advisory Council (AOAC) and The Cooperative and Condominium Advisory Council (CCAC).

The committee was composed of the following BRI members:

ACMA: David Amster (Committee Chair), John Holzinger, Brian Scally, Jeff Stillman.

AOAC: Gene Conroy, Cindy Mauro, Lisa DeRosa, Brian McCarthy, Carmelo Milio. **CCAC:** Clementine Carbo, Peg Conover, Cesare Manfredi, Joseph Parone.

Carl Finger, Esq., of Finger and Finger, A Professional Corporation, worked with Persanis and the Negotiating Committee during the negotiations. Finger and Finger is the Chief Counsel to the BRI.

The Details

A Summary Memo on the negotiations was sent to the BRI's membership and its Collective Bargaining Group (CBG) on Oct. 2. The summary is below:

Wages (Average Salary Increase: 2.27 percent below the CPI for the last 12 months, 2.9 percent):

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Industry Analysis:

Remodeling Confidence Remains Solid in the Third Quarter

By Jeff Hanley, IMPACT Editor WASHINGTON, D.C.

he National Association of Home Builders (NAHB) Remodeling Market Index (RMI) posted a reading of 58 in the third quarter, remaining what association officials termed as "stable from the previous quarter." NAHB released the report on Oct. 18.

The study said that the RMI has been consistently above 50 - indicating that more remodelers report market activity is higher compared to the prior quarter than report it is lower - since the second quarter of 2013. The overall RMI averages current remodeling activity and future indicators, the study added.

"Remodelers across the country are seeing home owner demand remain strong through the midpoint of the year," said NAHB Remodelers Chair Joanne Theunissen. "Both positive home price growth - albeit at a slightly slower rate - and good consumer confidence are supporting the steady remodeling market."

The Details

The Current Market Conditions category of the RMI rose one point from the previous quarter

Continued on p. 4

New York State Imposes Sexual Harassment Policy Adoption & Training for All Employers in New York

By Matthew Persanis, Esq., Labor Counsel, Building and Realty Institute (BRI)

EASTCHESTER

■ffective October of 2018, all employers in New York State must adopt a Sexual Harassment Policy and must complete Sexual Harassment Training by April of 2019. The legislation requires all employers to adopt the model Sexual Harassment Prevention Policy or modify current policy to conform with the new requirements. The model policy may be found on the New York State Department of Labor (DOL) website: www.ny.gov/programs/combating-sexual-harassment-workplace.

Requirements

Every employer in New York State is required to adopt a Sexual Harassment Prevention Policy. An employer that does not adopt the model policy must ensure that the policy that they adopt meets or exceeds the following minimum standards.

The policy must:

 Prohibit sexual harassment consistent with guidance issued by the Department of Labor (DOL) in consultation with the Division of Human Rights;

Provide examples of prohibited conduct that would constitute unlawful sexual harassment;

Continued on p. 9

Industry Report:

Builder Confidence Rises One **Point in October**

By Jeff Hanley, IMPACT Editor WASHINGTON, D.C.

uilder confidence in the market for newly-built, single-family homes rose one point to 68 in October, according to a building and realty industry report.

The study, The National Association of Home Builders (NAHB)/Wells Fargo Housing Market Index (HMI), added that builder confidence levels have held in the high 60's since June. The report was released by NAHB on Oct. 16.

"Builders are motivated by solid housing demand, fueled by a growing economy and a generational low for unemployment," said NAHB Chairman Randy Noel. "Builders are also relieved that lumber prices have declined for three straight months from elevated levels earlier this summer, but they need to manage supply-side costs to keep home prices affordable."

"Favorable economic conditions and demographic tailwinds should continue to support demand, but housing affordability has become a challenge due to ongoing price and interest rate increases," said NAHB Chief Economist Robert Dietz. "Unless

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From the Editor's Desk

Hanley's Highlights

by Jeff Hanley

Associate Director, Building and Realty Institute (BRI), Impact Editor

A "Team Approach" Produces A Victory for the BRI

ARMONK

Team members in the world of sports often produce a series of phrases to describe a victory and its corresponding achievements.

One of those common expressions often used by members of the victorious team is "a total team effort." Those involved with the recent efforts of the Negotiating Committee of The Building and Realty Institute (BRI) during its recent Labor Contract Negotiations with Local 32-BJ Service Employees International Union (SEIU) most definitely would use that expression to describe the successful efforts of the committee.

Led by Matthew Persanis, Esq., labor counsel, BRI, David Amster, committee chair, and Carl Finger, Esq., associate counsel, BRI, the committee produced a new Labor Contract between the BRI and Local 32-BJ SEIU that is termed by building and realty industry officials as "a noteworthy victory

The agreement, which runs from Oct. 1, 2018 through Sep. 30, 2022, was reached at approximately 6 p.m. on Sep. 28 at the Crowne Plaza Hotel in White Plains. The settlement capped two months of intense negotiations between the two entities.

The BRI bargained on behalf of its Collective Bargaining Group (CBG). The group is composed of more than 430 buildings and complexes.

"The overall increases are below those from the last (2014-2018) contract," said Persanis, the BRI's Lead Negotiator during the process. "The Average Salary Increase of 2.27 percent is below the Consumer Price Index (CPI) for the last 12 months (2.9%). And, buildings should see significant savings with the new Work Assignment Language that was agreed upon between the two parties. The Negotiating Committee of the BRI achieved just what it wanted. It was a victory for our employer members."

Albert Annunziata, executive director of the BRI, agreed. He recently described the efforts of the committee as "outstanding."

The committee represented the three realty associations of the BRI: The Advisory Council of Managing Agents (ACMA), The Apartment Owners Advisory Council (AOAC) and The

Cooperative and Condominium Advisory Council (CCAC). The committee was composed of the following BRI members:

- ◆ ACMA: Amster (Committee Chair), John Holzinger, Brian Scally, Jeff Stillman.
- ◆ AOAC: Gene Conroy, Cindy Mauro, Lisa DeRosa, Brian McCarthy, Carmelo Milio.
- ◆ CCAC: Clementine Carbo, Peg Conover, Cesare Manfredi, Joseph Parone.

A full report on the process and the triumphant efforts of the BRI begins on Page One. The story is one of many important reports in this issue. Other articles include:

- ◆ A Page One report on the recent confidence levels of builders;
- ◆A Page One story on the continuation of the positive remodeling market;
- ◆ An analysis on the efforts of the CCAC/BRI in working with representatives of The Westchester County Board of Legislators on a compromise regarding Westchester County's Co-op Admissions Proposal. The report begins on Page One;
- ◆ A review on New York State recently requiring mandatory Sexual Harassment Policy Adoption and Training for all employers. The report, authored by Persanis, begins on Page One;
- ◆ A summary in Counsels Corner on the effects of Westchester County's recently proposed Co-op Admissions Legislation. The report was written by representatives of Finger and Finger, A Professional Corporation. The firm serves as Chief Counsel to the BRI and all of its component associations;
- ◆ An update in Co-op and Condo Corner on the activities of the CCAC. The piece was written by Diana Virrill, CCAC chair;
- ◆ A review in Insurance Insights on New York's Sexual Harassment Prevention Law and the related insurance issues. The summary was produced by Levitt-Fuirst Associates, Ltd., insurance manager for the BRI and all of its components;
- An informative Question-and-Answer Interview written by Maggie Collins, director of membership of the BRI, with Peter F. Gaito, Jr., of Peter F. Gaito and Associates of White Plains, a leading architectural firm in our region;

Enjoy the issue - and the upcoming Holiday Season!



Insurance Insights

by Ken Fuirst and Jason Schiciano Levitt-Fuirst Associates

Important Reviews of New York's New Sexual Harassment Prevention Law and Your Insurance

TARRYTOWN

Most business members of The Builders Institute (BI)/Building and Realty Institute (BRI) are employers (as opposed to sole proprietorships).

In case you haven't heard, in the wake of the #MeToo movement, on Oct. 9, New York enacted perhaps the most comprehensive law in the country aimed at preventing sexual harassment in the workplace.

The following information is taken from the NY.gov website www.ny.gov/combating-sexual-harassment-workplace/employers), which provides extensive (yet, easy-to-understand) information on the new law:

The Sexual Harassment Prevention Law appears to apply to literally all New York employers, and requires that employers: a) have a Sexual Harassment Prevention Policy; b) provide notice of the policy to all employees; c) provide within the policy a complaint form for employees to report alleged incidents of Sexual Harassment; and d) provide Annual Sexual Harassment Prevention Training to all employees (the initial training deadline is 10/9/19).

"Employees" who are required to receive the policy and training are broadly defined to include "all workers, regardless of immigration status. Employees also include exempt or non-exempt employees, part-time workers, seasonal workers, and temporary workers."

The above-noted website provides comprehensive information on the new law, and a variety of ways to implement its

policy and training requirements (including boilerplate policy language that meets the law's requirements, and cost-effective methods to train employees.) We strongly recommend that you carefully review this information, and speak with your attorney if you have questions.

Incidentally, Levitt-Fuirst has already conducted the Sexual Harassment Prevention Training for all 65 of its employees. The training was thought-provoking and educational, and we believe it will have a positive impact on both our staff and supervisors relative to avoiding Sexual Harassment Incidents.

Specifics

The requirements of this new law will have significant implications regarding an employer's legal liability in case of an (alleged) Sexual Harassment Incident. If an incident occurs or is alleged by an employee, and the employer has not complied with the new law (i.e. adopted a policy; provided the policy to all employees; established a complaint procedure; and conducted the training), the employer will surely face far greater legal liability, as a result of its non-compliance with the law. Employers that are fully compliant with the new law will certainly have a stronger defense, in case of an (alleged)

Where does insurance fit into this topic? Well, insurance will not apply at all, if you don't have the correct policy to address claims of Sexual Harassment. Employers typically have a General Liability Policy, a Workers Compensation/ Employers Liability Policy, and possibly an Umbrella Liability Policy. Which one of these policies responds to claims of

Continued on p. 9

Co-op and Condo Corner



By Diana Virrill, Chair The Cooperative and Condominium Advisory Council (CCAC)

Examining the Problems that Internet Usage Can Produce For Boards of Co-ops, Condos and their Managing Agents

WHITE PLAINS

hile it is true that comments on issues affecting co-ops, condos, their respective Boards of Directors and Property Managers can be quickly issued between all involved parties through the use of the internet, that usage can produce negatives. And some of those negatives can be downright serious.

Building and realty industry officials have stressed that message in recent months to members of the CCAC. Representatives of The Advisory Council of Managing Agents (ACMA), the CCAC's affiliate organization, have consistently issued that warning to the CCAC, as well as to members of The Building and Realty Institute (BRI), the parent association of the CCAC.

The dangers of internet usage were first addressed at the CCAC's Membership Meeting of June 7, 2017. Officials of the CCAC and the BRI, however, remain very concerned about the potential problems resulting from the use of the internet. Accordingly, those officials, based on requests from several members of ACMA, suggested the scheduling of another CCAC Membership Meeting on the topic.

The CCAC's Board of Directors, in turn, unanimously approved another Membership Meeting on the subject. The conference, entitled "The Dangers of Internet Usage for Board Members of Co-ops, Condos and Their Property Managers," is scheduled for Nov. 26. The meeting will start at 6 p.m. It will be at The Crowne Plaza Hotel in White Plains.

A panel of building and realty industry representatives will address this important issue to the memberships of the CCAC, ACMA and BRI. As of the writing of this column, two building and realty industry representatives have been confirmed as panel members - Daniel Finger, Esq., of Finger and Finger, A Professional Corporation (Finger and Finger is Chief Counsel to the CCAC and the BRI), as well as Jason Schiciano, co-president of Levitt Fuirst Associates, Ltd. Levitt-Fuirst is the Insurance Manager for the CCAC and the BRI. Additional panel members will be announced in the

The CCAC's Board of Directors urges all of our members to attend this important conference. We have heard a series of troubling problems that have been produced for Boards of Directors of co-ops and condos as a result of internet usage. We cannot stress it enough - our members need to attend this meeting and become informed on the dangers of communicating on the internet. Reservations for the conference are being accepted at jeff@buildersinstitute.org. Reservations may also be made by calling the CCAC/BRI offices at (914) 273-0730. We hope to see a great turnout at this event, which is being termed by CCAC and BRI officials as one of the CCAC's most important meetings of 2018.

Other Points

If the contact information for representatives of your building or complex has changed, please notify the CCAC/ BRI staff at (914) 273-0730. The CCAC and BRI produces

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Impact

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New Home Sales Fall 5.5 Percent in September As Affordability Issues Linger, Industry Report Says

By Jeff Hanley, IMPACT Editor

WASHINGTON, D. C.

ales of newly-built, single-family homes fell to a seasonally adjusted annual rate of 553,000 units after downwardly revised August, July and June reports. That assessment is part of newly-released data by the U.S. Department of Housing and Urban Development (HUD) and the U.S. Census Bureau that was contained in an Oct. 24 report from The National Association of Home Builders (NAHB).

The report added that the data confirms the lowest sales pace since December of 2016. But, the study stresses that on a year-to-date basis, sales are up 3.5 percent from the same time in 2017.

"New home sales activity slowed this summer as housing affordability remains a serious issue," said Randy Noel, chairman of NAHB. "However, sales are up from this time last year and builders continue to report consumer interest in housing."

NAHB Chief Economist Robert Dietz said that home price gains and rising interest rates are slowing down the housing market, specifically in high-cost areas and among entry-level buyers who are sensitive to price increases.

"Builders need to provide homes at different price points to address these affordability concerns," Dietz said. "Meanwhile, overall job and economic growth should help support the housing market in the months ahead as it adjusts to higher mortgage interest rates."

The report said that a new home sale occurs when a sales contract is signed or a deposit is accepted. The home can be in any stage of construction- not yet started, under construction, or completed.

The study added that, in addition to adjusting for seasonal effects, the September reading of 553,000 units is the number of homes that would sell if the reported pace continued for the next 12 months.

The inventory of new homes for sale was 327,000 in September. The median sales price was \$320,000. Meanwhile, the median home price in September of 2017 was \$331,500, as the market has shifted to lower-cost homes, the report said.

The study said that regionally, new home sales rose 6.9 percent in the Midwest. Sales fell 1.5 percent in the South, 12 percent in the West and 40.6 percent in the Northeast. On a year-to-date basis, home sales are higher in all regions expect the Northeast, which has registered a 16.5 percent decrease in sales volume.

A Regional Look

Albert Annunziata, executive director of The Builders Institute (BI)/Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region, said that the sales decreases cited in the report for the Northeast are not surprising.

"The factors for the decreases that are contained in the NAHB study are accurate and pertain to the Northeast, as well as to our region," Annunziata said. "As for the Westchester and Mid-Hudson area and the development of much-needed single-family homes in our area, the consistent negatives facing our builder members continue to remain - the lack of land, anti-industry regulations and labor shortages. They continue to provide obstacles that thwart the development of single-family homes. Some areas in our region have seen specific levels of activity, while many other areas have not.

Building and Realty Report: Builder Confidence in the 55+ Housing Market **Drops in the Third Quarter**

By Jeff Hanley, IMPACT Editor

WASHINGTON, D.C.

Builder confidence in the Single-Family 55+ Housing Market dropped seven points to 60 in the third quarter, according to a recently released building and realty industry report.

That assessment is part of The National Association of Home Builders (NAHB) 55+ Housing Market Index (HMI). The study was released on Nov. 1.

The report said that, although the index declined, it is still in "positive territory." The index stressed that a reading above 50 means that more builders view conditions as good than poor.

The 55+ HMI measures two segments of the 55+ Housing Market: single-family homes and multifamily condominiums, the study said. Each segment of the 55+ HMI measures builder sentiment based on a survey that asks if Current Sales, Prospective Buyer Traffic and Anticipated Six-Month Sales for that market are good, fair or poor (high, average or low for traffic).

"Although various headwinds are starting to have an impact on the 55+ Housing Market, there are many parts of the country where the market is still doing well," said Chuck Ellison, chairman of NAHB's 55+ Housing Industry Council. "In some places, it is becoming a challenge for builders to provide housing at prices their customers can afford."

When compared to the previous quarter, all three single-family components of the 55+ HMI saw a decline: Present Sales dropped seven points to 66; Sales Expected in the Next Six Months fell 12 points to 65; and Traffic of Prospective Buyers dipped four points to 43, the report said.

The study added that the 55+ Multifamily Condo HMI dropped 13 points to 44. All three 55+ condo HMI components decreased as well in the third quarter: Present Sales and Traffic of Prospective Buyers both fell 13 points to 48 and 31, respectively, and Sales Expected in the Next Six Months dropped 10 points to 53.

All four components of the 55+ Multifamily Rental Market went down in the third quarter: Present Production and Demand Expected in the Next Six Months both fell 11 points to 54 and 64, respectively; Production Expected in the Next Six Months dropped 12 points to 56; and Present Demand for Existing Units edged down nine points to 63, the report said.

"The decline in the single-family 55+ HMI is consistent with the recent weakness in new and existing home sales," said NAHB Chief Economist Robert Dietz. "The high readings seen in the previous three quarters are not sustainable with high construction costs and rising interest rates."

The index said that the full 55+ HMI tables can be seen at www.nahb.org/55hmi.

"Based on the continuing dialogue we have recently had with our members, the findings of the NAHB report are very accurate, and some of the report's components are prevalent in some areas of our region," said Albert Annunziata, executive director of the Builders Institute (BI) of Westchester and the Mid-Hudson Region. "High construction costs and the increases in interest rates are definite negatives for our industry, as well as for our region."

Counsels' Corner

Proposed Legislation by Westchester County Affects the Cooperative Application Process



By Kenneth J. Finger, Esq., Carl L. Finger, Esq. and Daniel S. Finger, Esq., Finger and Finger, A Professional Corporation, Chief Counsel, Builders Institute (BI)/Building and Realty Institute (BRI)

WHITE PLAINS

he Westchester County Board of Legislators' Committees on Legislation and Labor and Housing have held a Public Hearing on two important legislative initiatives that impact the application process

If this Local Law is passed, and it appears that it will, the first major legislative change is the new requirement that establishes time limits for application processing. Thus, initially, after receipt of an application submitted by a prospective shareholder, the Board of Directors is required to either acknowledge to the prospective purchaser within 15 (calendar) days of receipt of the application that the Board is in receipt of a "properly completed application" or alternatively, advise the prospective purchaser that there is a defect in the application.



Carl Finger



What is a defect? - we interpret that to mean either the application is incomplete, incompletely filled out, missing required documentation or missing required information. Once the "defect" is cured and the application is properly resubmitted, once again the Board has 15 days to acknowledge receipt of the completed application or, once again, to notify of any "uncured" defects. We suggest that all notifications be by certified mail, return receipt requested.

Although the legislation states that it is to be the "governing board" that has to acknowledge the receipt of the application or advise of the "defects," it is understood that this notification can be accomplished by the recipient of the application, which in many cases is either the managing agent, or the attorney, i.e., the party that is in charge of the processing of the application.

Time Factors

Once the completed application is received, a second time limit kicks in. That time limit is that the Board of Directors has 60 (calendar) days after receipt of the completed application to either approve or reject the application.

If the application is rejected, a copy of the rejection letter must be sent (although not required, we again recommend that it be sent by certified mail, return receipt requested) to the Westchester County Human Rights Commission within 15 days of the notice being provided to the prospective purchaser.

This latter notice requirement is a major change in the initially proposed legislation, which required that the "reason" for the rejection be provided - a suggestion that was adamantly opposed by the majority of the cooperatives, their Boards of Directors and their shareholders, with the

fear that it would lead to increased litigation, greater insurance costs and the wholesale resignation of Directors, among other things.

Moreover, the purported rationale for the giving of 'reasons,' i.e., that it would increase the transparency of alleged action by various Boards in acting in a discriminatory manner, was belied by the fact that there are already multiple agencies, on the federal, state and county levels, that are fully equipped to deal with alleged discriminatory rejections. The steadfast opposition of many cooperatives, boards and shareholders led to a negotiated settlement and compromise with the "notice" legislation substituted in place of the "reasons" legislation.

One issue that was raised and remains

"Finally, and perhaps most importantly, it is noted that it was through the almost unanimous support and action of the various members of the CCAC in opposition to the legislation originally proposed, as well as the various meetings that the CCAC had with local legislators, Mayors and elected officials, that brought about the final resolution and compromise. The hundreds of cooperatives and their Officers and Boards are to be complimented as to their participation in this process."

open is the possibility that additional information may be required once a completed application is received or the interview discloses the need for same. If this need arises and the time limit is near, we suggest that either the parties agree (in writing) to extend the time for the submission of the additional information for a finite period of time (say 15 days after receipt of the additional information) or, alternatively, if that is not an option, that the application be rejected (with the corresponding delay and cost).

A rejection is to be avoided under those circumstances and we believe that a good faith effort to act within the 60 days might in most circumstances be sufficient or alternatively to have the parties agree to extend the time limit should be sufficient. However, we cannot state with certainty if a mutual delay is statutorily permissible under this legislation.

Key Opposition Efforts

The Building and Realty Institute of Westchester and the Mid-Hudson Region, Inc. (BRI) and its component council, The Cooperative and Condominium Advisory Council (CCAC) led the efforts in opposition to the "reasons" legislation and proposed that a compromise be reached whereby The Westchester County Human Rights Commission could see whether or not there was actually a problem, or if this legislation was merely "a solution in search of a problem."

Thus, it was also agreed that this legislation would have a three-year "sunset" provision during which period The Westchester County Human Rights Commission would have the opportunity to review the submissions and see whether or not there really were issues and problems and, if there were, what steps could be taken to effectuate a solution thereof, of whether there in fact was no problem.

The BRI and CCAC have stated that they will publicize the various obligations of cooperatives, and in fact this article is the first step in doing so. The CCAC will also conduct seminars, if required, and take whatever action is necessary to make its constituent members aware of their obligations under this legislation.

Finally, and perhaps most importantly, it is noted that it was through the almost unanimous support and action of the various members of the CCAC in opposition to the legislation originally proposed, as well as the various meetings that the CCAC had with local legislators, Mayors and elected officials, that brought about the final resolution and compromise. The hundreds of cooperatives and their Officers and Boards are to be complimented as to their participation in this process.

Editor's Note: Dorothy M. Finger, Esq., of Finger and Finger, A Professional Corporation, also contributed to this article. The authors are attorneys with Finger and Finger. Finger and Finger, based in White Plains, is Chief Counsel to The Builders Institute (BI)/Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region.

The Building and Realty Institute Schedules Its "Holiday Reception and Industry Recognition Night" for Dec. 13

Event to Acknowledge Achievements of Industry Members

By Jeff Hanley, IMPACT Editor

NEW ROCHELLE

fficials of The Builders Institute (BI)/Building and Realty Institute (BRI) recently announced that full details on the association's 2018 Holiday Reception will soon be mailed to the membership of the organization.

The event, officially titled the BRI's "Holiday Reception and Industry Recognition Night," is set for Thursday, Dec. 13 at the Glen Island Harbour Club in New Rochelle. The reception is scheduled to run from 5 p.m. to 9 p.m.

"We held the commemoration of the 70th anniversary of the formation of the BI-BRI at Glen Island Harbour Club in 2016 and the reaction to the event, and the facility, from our members was extremely positive," said Albert Annunziata, executive director of the BI-BRI. "Our members loved the facility and all it offered, so we are sure that they will be very happy to know that we are returning to Glen Island Harbour Club for our Annual Holiday Reception this year."

Annunziata added that a series of "BI-BRI Industry Recognition Awards" will be distributed at the reception to members of the association who have made noteworthy contributions to the organization and the building, realty and construction industry. Those to be honored are:

*David Amster, chair of the Negotiating Committee of the BI-BRI, for his efforts in the BRI's recently-concluded Labor Contract Negotiations with Local 32-BJ Service Employees International Union (SEIU);

*John Bonito, for his service as Chairman and Vice Chairman of The Advisory Council of Managing Agents (ACMA) of the BI-BRI, as well as for his time as a member of the BI-BRI's Negotiating Committee:

*Susan Fasnacht, for her service as a BI-BRI Trustee, as well as for her role as a Director of the BI-BRI's Westchester Foundation:

*Kenneth J. Finger, Esq., for his service as Chief Counsel to the BI-BRI, as well as for his time as an Owners' Representative on The Westchester County Rent Guidelines Board;

*Jerry Houlihan, chairman, Apartment Owners Advisory Council (AOAC) of the BI-BRI, for his efforts in helping the AOAC/BRI receive solid Guideline Increases from The Westchester County Rent Guidelines Board (2 percent for a One-Year Lease Renewal and 3 percent for a Two-Year Lease Renewal):

*Ed Lashins, for his roles as BI-BRI President (1978), a Director on the BI-BRI's Finance Committee, and a Director of the BI-BRI's Westchester Foundation;

*Vincent Mutarelli, current BI-BRI President and Michael Murphy, chair of the BI-BRI's Remodelers Advisory Council (RAC), for their respective membership recruitment efforts for the association;

*Carmelo Milio, BI-BRI Chairman, for his service as President (2016-2017) and Chairman (2018) of the organization;

*Matthew Persanis, Esq., labor counsel to the BI-BRI, for his efforts in the BRI's recently-concluded Labor Contract Negotiations with Local 32-BJ SEIU;

*Glenn Riddell, the BI-BRI's lobbying consultant, for his service as an Industry Advocate in Albany on behalf of the building, realty and construction industry;

*John Santos, vice president and New York metro district residential division director/Hudson Valley district director, Local 32-BJ SEIU, for his efforts on labor-management cooperation, workforce stability and reliability;

*Diana Virrill, for her role as Chair of the BI-BRI's Cooperative and Condominium Advisory Council (CCAC, 2004 to the present), as well as for her service as a Trustee of the BI-BRI.

The event will also feature the music of Jimmy Dee, a well-known disc jockey in the Westchester and Mid-Hudson Region, event officials said.

Event officials added that the reception is open to all BI-BRI members, as well as members of the local building, realty and construction industry. Members of the general business community are also welcome to attend the reception.

The BI-BRI is a building, realty and construction industry membership organization. The association has more than 1,800 members in 14 counties of New York State. Those members are involved in virtually every sector of the building, realty and construction industry, association officials said.

Remodeling Confidence Remains Solid in the Third Quarter, Continued from p. 1

to 58. Among its three major components, Major Additions and Alterations rose one point to 56, Minor Additions and Alterations decreased one point to 57 and the Home Maintenance and Repair component rose one point to 60, the study said.

The report added that the Future Market Indicators category remained the same as the previous quarter at 59. The Calls for Bids component rose two points to 57, while the Amount of Work Committed for the Next Three Months increased three points to 59. The Backlog of Remodeling Jobs category fell four points to 62 and the Appointments for Proposals component decreased two points to 59.

"The stability of the RMI reflects offsetting trends in the remodeling market," said NAHB Chief Economist Robert Dietz. "A sound economy with low unemployment and easing lumber prices are being counterbalanced by rising interest rates and the ongoing labor shortage."

A Regional Perspective (Subhead)

Francine Camardella, vice chair of The Remodelers Advisory Council (RAC) of The Builders Institute (BI)/Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region, termed local remodeling conditions as "very busy - and booming."

Camardella issued those assessments during her Aug. 31 appearance on "Building Knowledge with The Building and Realty Institute (BRI)," the BRI's official radio program on WVOX 1460 AM and wyox com

"There are options that people want to pursue, such as downsizing and implementing green technologies, as well as conducting kitchen and bathroom improvements," Camardella said. "Our area's remodeling market is very busy at the current time, as it has been since the beginning of the year."

Development Case Study:

The Mason M.V.S., New Luxury Rental Residences in Mamaroneck, to Begin Leasing in the Late Fall

MAMARONECK

What's in a name?

For The Mason M.V.S., Mamaroneck's newest luxury rental community, there's more to its name than at first glance.

"We needed to create a name for this project that is unique to Mamaroneck and its history," said Joel Halpern of Halpern Real Estate Ventures, who is developing the project with Rosen Development Group. "We thought of names such as Fenimore and Sheldrake, but those were already in use in the Village, and did not fully encompass what we felt this building represented. We wanted a name that reflected its exciting design as well as its location in the Village."

The Mason is a new transit-oriented development featuring luxury rental apartments, active lifestyle amenities and a unique focus on sustainability, project officials said. Located at the Mamaroneck Village Station (M.V.S.), along the Metro North New Haven line, The Mason consists of three buildings and includes 96 apartments in a mix of studios, 1- and 2-bedrooms, as well as four townhomes. The Mason, which is nearing completion, will be opening for leasing in the late fall, project officials added.

Features

The community, project officials said, features a classic brick and zinc clad façade with expansive floor-to-ceiling steel casement windows. All of the corner residences have balconies and two of the buildings offer private rooftop terraces. The spaciously designed apartments feature a contemporary style with high-end finishes and appliances, as well as a host of amenities tailored to a sustainable lifestyle.

The Mason, which offers convenient access to I-95, is in the Village's newly established MAKER Zone (short for Manufacturing, Artisanal foods & arts, Knowledge economy, Environmental buffers, and Recreation.). The goal of the new zone is to further enhance the neighborhood's lifestyle offering, while appreciating and respecting its industrial heritage. The MAKER zone also encourages the development of retail and community facilities, further enhancing the walkability and functional convenience of the area for the future, project officials said.

The loft-style, industrial vibe of The Mason is particularly appealing to people who seek an active, urban and sustainable lifestyle in a location that is easily accessible to downtown Mamaroneck, as well as New York City, which is just a 30-minute commute by Metro-North, project spokesmen added.

"The Hazards of Internet Usage" To Be Reviewed at the Nov. 26 Meeting of The Cooperative and Condominium Advisory Council

By Jeff Hanley, IMPACT Editor

WHITE PLAINS

"The Dangers of Internet Usage for Board Members of Co-ops, Condos and Their Property Managers!" is the topic of the Nov. 26 Membership Meeting of The Cooperative and Condominium Advisory Council (CCAC).

CCAC officials announced the scheduling of the event on Oct. 25. The meeting will start at 6 p.m. It will be at The Crowne Plaza Hotel in White Plains.

"We first addressed this topic at our Membership Meeting of Jun. 7, 2017," said Diana Virrill, CCAC Chair. "Consultants to our association are so concerned about the dangers of internet usage for boards, residents and property managers that they strongly suggested that we repeat the program. We urge members of the CCAC and our affiliate organization, The Advisory Council of Managing Agents (ACMA), to attend this important meeting."

Virrill added that Daniel Finger, Esq., of Finger and Finger, A Professional Corporation, will address the topic at the program. Finger and Finger is Chief Counsel to the CCAC and its affiliate association, The Building and Realty Institute (BRI). Additional panel members will be announced in the weeks ahead, Virrill said.

Reservations for the conference are being accepted at jeff@buildersinstitute.org. Reservations may also be made by calling the CCAC/BRI offices at (914) 273-0730, CCAC officials said.

Background

The CCAC is a realty industry membership organization that represents more than 400 co-ops and condos in the Westchester and Mid-Hudson Region. The BRI is a building, realty and construction industry membership association with more than 1,800 members in 14 counties of New York State. Those members are involved in virtually every sector of the building, realty and construction industry. Services of the CCAC, association officials said, include:

Networking – Belonging to the CCAC means that co-op and condo boards have the opportunities to meet with other board members from co-ops and condos in the Westchester and Mid-Hudson Region. It also means exposure to new ideas and experiences from peers, as well as advice from experts. As a member of the CCAC, board members also belong to the BRI and, accordingly, have access to its considerable sources and contacts within the real estate community.

Insurance – Membership in the CCAC provides co-ops and condos with access to New York State Workers Compensation Group 530. More than 490 co-ops and condos are members of the group, which helps cut the high costs of compensation insurance. Other insurance services are available through Levitt-Fuirst Associates, Ltd., the insurance manager for the CCAC/BRI. Full information can be obtained by calling Levitt-Fuirst Associates at (914) 457-4200.

Referral Services – The CCAC draws upon the formidable resources of the BRI for referrals on a variety of services for board members. Whether your board needs legal advice, investment counseling, real estate expertise, contractor referrals or help with maintenance problems, a quick call to the CCAC at (914) 273–0730 can help solve the problems that boards can encounter. The BRI has hundreds of supplier, service and professional firms as members and they are always at the fingertips of CCAC members. The staff of the CCAC/BRI can issue quick and productive referrals from that membership sector to co-op and condo boards.

Information – Members of the CCAC receive this newspaper, a bi-monthly

777 Hudson Properties LLC

Acadian Steel, Inc.

AJ Greenwich Management Corporation

Albert Alan Construction LLC

AMF Electrical Contracting Corporation

AML Installers LLC

Carriere Materials LLC

CCG Construction LLC

Four Seasons Roofing Inc.

Integrated Protection

KLK Electric Inc.

1 North Broadway

Lemle and Wolff

Longview Owners Inc.

Malum Enterpprises LLC

Marathon Energy Corporation

Milio Management LLC

Tanglewood Gardens Owners

GDC Celebrates the Grand Opening of the Fort Hill Apartments at The Abbey Inn

Project Transforms Former Convent Site Into 178 Luxury Apartments and Inn with Spa and Restaurant

PEEKSKILL

Ginsburg Development Companies (GDC) joined with Peekskill and Westchester County officials on Sep. 12 for the Grand Opening of GDC's latest luxury development, Fort Hill Apartments at The Abbey Inn, officials recently announced.

Perched on a wooded hillside overlooking the Hudson River Highlands, Fort Hill is named for a former lookout post of George Washington's army during the Revolutionary War. In the late 1800's, the historic property became the home of the Sisters of Saint Mary, an Episcopal order.

The \$64.5 million mixed-use project is transforming a former convent property into a resort enclave featuring 178 one- two- and three-bedroom rental apartments, as well as a 42-room inn with a spa, an event hall and a restaurant with outdoor dining overlooking the Hudson. The inn is currently under construction in the former convent and chapel, GDC officials said.

The apartments, which are in three 5-story buildings arranged in a quad around a wooded knoll, feature high ceilings, wide plank flooring throughout, Euro-style kitchens with quartz countertops and stainless-steel appliances, designer bathrooms, large walk-in closets, ceiling fans in master bedrooms and a washer and dryer in every unit. Many of the apartments have balconies overlooking the Hudson River or wooded grounds. The building facades are designed to complement the existing stone and brick structures designed by prominent architects in the 1800's, GDC officials added.

The Details

Current rents at Fort Hill Apartments start at \$2,175 for a 1-bedroom, \$2,850 for a 2-bedroom and \$3,350 for a 3-bedroom. The property is 100 percent smoke free and pet friendly with certain breed restrictions. GDC provides on-site property management, officials said.

Amenities include a state-of the art fitness center, a club lounge and an outdoor pool with sundeck and a BBQ pavilion. Both indoor garage parking and outdoor reserved spaces are available. Residents of Fort Hill Apartments will have special priority access to both the restaurant and spa, reduced rates at the inn for visiting family and friends, a shared pool with inn guests and access to more than 60 acres of adjacent hiking trails. There is also a private Mercedes van that will shuttle inn guests and residents to Peekskill's Metro-North station, officials added.

"GDC's brand promise to our residents is 'Come home to vacation.' At the Abbey at Fort Hill we will offer a luxury apartment lifestyle as part of a unique mountaintop resort. Fort Hill is only an hour from Grand Central, but feels a world away," said GDC Principal Martin Ginsburg.

"Our entire community will benefit from the Fort Hill Apartments and the Abbey Inn. Being so close to the city, with such a diverse community, this project spearheads the way of making Peekskill a premier destination. Our city deserves it. Ginsburg has been an asset to the growth of our city, and this project takes us one step further toward being one of the greatest cities on earth," said Peekskill Mayor Andre Rainey.

The Fort Hill Apartments facility is located near the intersection of Route 9 and Route 6 and is a short drive to downtown Peekskill, which is undergoing a revival with new restaurants and shops. It is also in close proximity to nearby destinations such as Cold Spring, Beacon, West Point and Woodbury Commons.

Fort Hill is the second major residential project to recently open in Peekskill. In July, GDC opened Gateway Townhomes on Main Street in downtown Peekskill. Other recent GDC luxury rental properties in the lower Hudson River Valley include River Tides at Greystone in Yonkers; 1177 @Greystone in Yonkers; The Lofts on Saw Mill River in Hastings-on-Hudson; The Metro in White Plains; and Harbor Square in Ossining. GDC is also planning 1 Martine at City Square, the conversion of a White Plains office tower into a luxury rental building near the city's Metro-North station, company officials said.

A Question and Answer Session, Membership Director to Building and Realty Institute (BRI) Member!

By Maggie Collins, Director of MembershipBuilding and Realty Institute (BRI)



WHITE PLAINS

ecently I sat down with Peter F. Gaito, Jr., of BRI member firm Peter F. Gaito and Associates of White Plains and listened as he regaled me with the many interesting projects that his company is working on, as well as the general climate (it's busy!) and the challenges faced by Builders-Developers during the approval process.

Give us a fundamental idea of who Peter F. Gaito and Associates is and what you do.

Peter F. Gaito and Associates was established in 1974. We provide construction and architectural services so we wear the two hats integral to any building project. We employ architects, junior architects, engineers and construction managers. We often find we are not only designers, but also put on a business hat helping the client think through the expenditure and ultimate price tag. We are relied upon for expert advice gained over years of experience, which also includes marketing logistics. There are many elements to balance. We really are a one-stop shop that must think 10 steps ahead for our client.

What might be an example?

Let's say we're approached by people who've bought a piece of property they really want to do something with. They ask us for ideas on what would be a best investment strategy. They want to know the highest and best use for the property. I suggest they do something substantial. Can they consider taking a break income-wise? If a truly substantial plan is settled upon that actually addresses certain problems/challenges and solves them, it will take time but will improve the area tremendously and bring a handsome return, including the intangible quality of life returns. Meanwhile, the town and residents love it and support the project. I would also add that for us this is a business investment, so we're not giving crazy ideas, but pragmatic and specific ideas to each building/site - a layering of ideas as related to each unique site.

In general, what categories and types of projects are you involved in presently? And what are you presently seeing in the marketplace?

We're very busy right now and have been for quite a while. I'm finding a lot of multi-family residential still around, a lot of commercial and we're seeing quite a number of improvement type remodel projects. We do work all over the Mid-Hudson Region. And we have many projects on the boards. Several churches - a 14-million-dollar project in the Bronx, a 12-million-dollar project in Spring Valley and one in Nanuet. We're finishing a commercial project In Tarrytown in the area north of Main Street behind the Music Hall which may a catalyst for the whole area. This is an older industrial warehouse section. Our client bought an 1874 wood frame mansion turning it into a private gym/training facility with residential units above. In the White Plains, Mamaroneck area we're working on a 4-story apartment building, gutting the whole and creating ground floor commercial space

We've finished the Ed Thompson Veterans Center in Richmond Hills, Queens. It's a residential treatment center addressing psychological and physical needs of veterans. It was built with monies from a main sponsor, federal and state funds.

We have four projects we're doing in Co-op City (in the Bronx) where not much has been done in a long time. They're doing everything except the apartments - hallways, lobbies, 4 parking garages and 2 churches. An interesting aside - they have the largest public/private power plant in the country. We're also in the design stage for a Mount Vernon apartment building.

Is there a project or two you'd especially like to tell us about?

Yes, Bailey Farms Retreat Center is a 17-acre property in New Castle on the border of Ossining. It's been a retreat center for a long-time hosting business, social, religious, and wellness retreats. The new owners bought it two years ago, adding a lot of buildings to the property. We've been involved since the Summer and the approval process begins within a month. PFG is designing a large multi-use facility. The setting is beautiful and it is a great project to navigate with the landscape and architecture components.

We submitted our design to the Town of Cortlandt to replace a new pool house and a miniature golf course that ties into a larger park behind it, which will have trails. The bidding phase begins in a month. Replacing the 1962 rusted pool house building was necessary. The structure was antiquated, crowded, not up-to-code and was not functional for lifeguard training.

Speaking of Co-ops and Condos, are you busy with any?

We are, in fact. Many, many condo associations are in the market wanting to update an old facility. For instance, members may be letting boards know the old clubhouse of 50 years needs serious modernizing. Although they need to do the fundamental things - roof, windows, balconies, they consider doing something fun along with it under one big project. They're going for visual clarity improvement which really makes an impact. We can't underestimate the difference it can make in the lives of people.

Talk to us about sustainability

Companies got on board with sustainable products and everything is sustainably driven. Carpet, flooring, paint is very safe and produced in safe conditions. You name it. The complexity of materials as related to the fire factor and noxious gases. Everything has evolved. Things have moved beyond solar. We keep advancing on this front to a higher evolution. Saving water is huge and vital. The church we're doing in Spring Valley will have a "blue roof," water on the roof. The green and sustainability movement is soaring. All to the good and ever-present.

Lastly, the subject of hurdles encountered in the approval processes of towns and villages is something the Builders Institute (BI)/Building and Realty Institute (BRI) hears about often. What suggestions might you offer in that regard?

The trick is you want to bring everything with you for each meeting in front of the succession of boards - planning board, zoning, architectural review. Yet, even with preparation, you can be stymied and delayed creating an endless loop. Questions are often repetitious, having been addressed to the same board multiple times. Streamlining the approval process just makes sense. Providing the applicant with the information needed in a formal process, a driven manner could help the effort unfold in a more orderly and expeditious manner. For instance: providing a checklist of 15 things you need to know/show before you submit plans. A "here's what you can expect to deliver/hand in." Advocating for the streamlining of the approvals process would be time well spent.

A Note From Maggie Collins: This sounds like a future column for IMPACT, Peter. There is much to say. Thank you for sitting down with me today and building our knowledge. We appreciate your ongoing support of the BRI and its many efforts on behalf of its members and the wider community of "building."

Recently Released Industry Study Looks at the Impacts of the 2008-2009 Financial Crisis on the Region's Markets

RYE BROOK

n a special report released in mid-October, Houlihan Lawrence examines the impacts of the Great Recession on the housing market in Westchester County, the Hudson Valley and in Fairfield County (Conn.), company officials recently announced.

The report, "Ten Years from the Financial Crisis: A Shifting Definition of Value, A Decade of Change North of New York City Real Estate," cites the following:

- ◆ Today's homeowner is more informed than ever before, approaching a real estate transaction with a new perception of value and a mindset as home buyers informed by caution, analysis of data and pragmatism.
- Buyers from New York City are tolerating urban life and confined space longer and delaying marriage and kids as they find stability and firm financial footing.
- → Yet the demographics of where buyers are coming from have basically stayed the same. About 60 percent of homebuyers are staying within their community, 25-to-30 percent are coming out from New York City and 5-to-10 percent are coming from abroad or elsewhere. Interestingly, the report cites, the numbers from Brooklyn have tripled from 2 percent in 2007 to 6 percent in the first half of 2018.
- ◆ Today's consumers have access to an incredible amount of technology and information online, and agents today rely on all forms of social media to promote their listings.
- → Many buyers are willing to forgo amenities and large acreage for a property with less maintenance requirements that allows them to lead more experiential focused lifestyles.
- In 2017, homes within half a mile of a train station sold 9 percent faster than those located farther than a half mile away.
- Today's homeowners approach their home's value much like their equity portfolio, monitoring its fluctuation monthly or yearly.
- ◆ Today's buyers, though seemingly self-sufficient, ultimately rely on the experience of a local real estate agent to provide them "the feet on the street knowledge" and insights they can't find online.
- Houlihan Lawrence anticipates a stable market with steady growth potential as a new generation discovers the benefits of living in the suburbs north of New York City.

Houlihan Lawrence is the leading real estate brokerage serving New York City's northern suburbs, company officials said. Founded in Bronxville in 1888, the family-run company is deeply committed to technological innovation and the finest client service, officials added.

Join The BRI!

Reap the many benefits of membership.

For details, visit

buildersinstitute.org

Or call Maggie Collins at (914) 273-0730.

Become a part of one of New York State's largest business organizations.

Report: Mixed Results for Luxury Home Sales North of NYC

Westchester Sales Down Slightly and Greenwich Unchanged, According to Houlihan Lawrence's Third-Quarter Report

RYE BROOK

Luxury Homes Sales north of New York City through the third quarter showed mixed results, according to a recently released building and realty industry report by Houlihan Lawrence.

The report said that in Westchester County, luxury sales (sales over \$2M) were down slightly. The study cited a very slow third quarter in Putnam and Dutchess counties as sales of \$1M and higher contributed to a double-digit decline year-to-date. Connecticut's Luxury Markets in Darien and New Canaan (over \$2M) have softened considerably since last year, while neighboring Greenwich (sales \$3M and higher) is unchanged, the study added.

"Recent reports indicate the housing sales nationwide are slowing because wage growth is not keeping pace with the increase in real estate prices. Our luxury markets do indeed appear to be slowing down, but lack of wage growth is not a factor for luxury buyers. In fact, the 10-year bull market created \$18 trillion in wealth since the Standard & Poor's 500 bot-

tomed on March 9, 2009," said Anthony Cutugno, senior vice president of Houlihan Lawrence.

Despite these record-setting gains in the stock market and net worth, the luxury buyer north of New York City is defined by a cautious and restrained approach to real estate, the report said. Buyers are reminded that real estate can decline in value, and the fear of overpaying is a primary concern. Luxury rentals have increased since last year and offer an easy wait-and-see solution, the study added.

Decisions

The report cited that the pursuit of value drives the purchase decisions of today's buyer. Buyers want a fair price that can be justified by comparable sales, and confidence in the property's marketability should the need to sell arise. A surplus of luxury inventory justifies their caution - at the close of the third quarter, there were 467 luxury homes (\$2M and higher) for sale in Westchester County and 57 homes in contract. In Greenwich, 317 luxury homes (\$3M and higher) were for sale with 22 homes in contract, according to the report.

Motivated sellers are paying attention to the importance of pricing and its outsized ability to attract the attention of buyers with a value-driven offering. Sellers who priced their homes ambitiously are reducing or withdrawing them from the market. In the third quarter, one out of four luxury listings in Westchester took a price decrease and sellers are lowering their expectations to meet the market, the study said.

Cutugno said the luxury market in New York City is feeling the same pricing pressure. He added, however, that rising values the past several years have resulted in an overheated market that is now cooling down.

"Buyers are wary of top-of-the-market pricing and sellers are responding in kind with a record number of reductions. We continue to monitor shifts in NYC's real estate market for additional insights into ours," he said.

Houlihan Lawrence, company officials said, is the leading real estate brokerage serving New York City's northern suburbs. Founded in Bronx-ville in 1888, the family-run company is deeply committed to technological innovation and the finest client service. The firm has 30 offices and 1,300-plus agents serving Westchester, Putnam, Dutchess, Columbia, Ulster and Greene counties in New York and Fairfield and Litchfield counties in Connecticut. The company ranks in the top 20 of all brokerages nationally and achieved a total sales volume of more than \$6 billion in 2017. officials added.

Groundbreaking Held for The Harrison Playhouse Lofts

HARRISON

ith the help and support of family, friends and local elected officials, John Verni and Chris Verni, partners in Verco Properties, recently broke ground on their latest project, the Harrison Playhouse Lofts in downtown Harrison.

"The Verni brothers look forward to jump starting the rebirth of downtown Harrison as the next great destination in Westchester County," said John Verni. Attending the groundbreaking were Harrison Mayor Ron Belmont, New York State Sen. Shelley Mayer (D-37 SD), New York State Assembly Member Steven Otis (D-91 AD) and Westchester County Legislator Catherine Parker (D-7 LD).

The Harrison Playhouse Lofts project is an adaptive reuse of the old Harrison movie theater that has been closed for more than a dozen years. The project is a mixed-use, transit-oriented development that will add 36 luxury rental units, as well as a new street-level café on Purdy Street and refurbished stores on Harrison Avenue.

Designed by the well-known firm of Stephen Tilly Architects - known for its "green building" projects and historical restoration work - the Harrison Playhouse Lofts will incorporate several environmentally sustainable design elements to be one of the first Westchester County buildings to satisfy the FitWel™ standard, the world's leading healthy building certification, project officials said.

The project will be built by Murphy Brothers Contracting of Mamaroneck. The company has built several high-end, boutique residential projects along the Sound Shore of Westchester County, as well as many luxury homes in Westchester and Fairfield (Conn.) County. Sterling National Bank will provide the financing for the development, project officials added.

Murphy Brothers Contracting is a member of The Builders Institute (BI)/Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region. Michael Murphy of the firm is Chairman of The Remodelers Advisory Council (RAC) of the BI-BRI, association officials said.

Development Study:

ArtsWestchester & 42 Broad Invite N.Y. State Artists to Compete for Site-Specific Sculpture Commission

Request for Qualifications Announced Through Dec. 14

WHITE PLAINS

rtsWestchester and 42 Broad, a joint venture of Alexander Development Group and The Bluestone Organization, recently announced plans to include a significant public art component in the development of 42 Broad Street West, a new luxury, rental apartment complex in the Fleetwood section of Mount Vernon.

The arts and business partnership is seeking qualifications from professional New York State artists or artist collectives interested in creating a permanent, site-responsive work of public sculpture that will enhance and enliven the streetscape at the intersection of Broad Street and Fleetwood Avenue, officials said.

"The location selected for the site-specific sculpture serves as a gateway to Mount Vernon," said Nicholas Alexander of 42 Broad. "Thousands of people pass this location every day and through our partnership with ArtsWestchester, we have the opportunity to distinguish 42 Broad Street West as an energetic, creative and up-scale destination in the city."

The request for artist qualifications is the first of a two-stage competitive process to identify artist finalists for the sculpture commission. Artists have until midnight on Dec. 14 to submit their qualification via the website: artsw.org/42broadrfq. Five artists selected from this initial process will be invited and awarded a stipend to submit artwork proposals. Artists will be notified if they are invited to submit a full proposal on or around Jan. 21, 2019, officials said.

"Public art has the remarkable ability to enliven downtowns and infuse the extraordinary into everyday life," said Janet T. Langsam, chief executive officer of ArtsWestchester. "It helps create more livable, more creative and more fun communities. I applaud the owners of 42 Broad Street West for their commitment to incorporating public art into their development project."

Mark Alexander, principal of 42 Broad, added: "I see public art as being integral to our development philosophy. In this particular Fleetwood project, we are investing a sizable budget toward an artist's sculpture commission. We believe that highly visible art can create memorable places, promote community pride and raise the level of aesthetics and energy in the city where the project is located. In short, we believe great public art is transformational. And, that's great for business."

Mount Vernon Mayor Richard Thomas said that Mount Vernon loves the arts. "As a city, the creators among us who shape the culture and brighten our community deserve our support," Thomas said. "The economic impact of our creative industries cannot be overstated. I am deeply encouraged that the team at 42 Broad Street and our non-profit partners at ArtsWestchester are on board to grow Mount Vernon's economy and bring public life to art into our growing business districts."

Langsam added: "This project is part of ArtsWestchester's long-term commitment to the arts in Mount Vernon. ArtsWestchester currently has a Mt. Vernon grants initiative that provides funding for artists working in the city. And, we have been the recipient of two Department of Education grants that brought professional artists and arts programming into the Mount Vernon Public Schools. We previously worked with Alexander Development Group to bring artwork into the common areas of The Horizon, a residential building also in Fleetwood. And, most recently, through an ongoing partnership with the Mount Vernon Public Library, ArtsWestchester installed a colorful steel sculpture entitled, 'Seeing the Wind' at the entrance to the Children's Library on Second Avenue."

The commissioned sculpture will be a landmark feature of the 42 Broad Street West property. Placed at a highly visible plaza at the corner of Broad Street and Fleetwood Avenue, the work of art will be on view for pedestrians, as well as drivers exiting and entering the Cross County Parkway. All submissions must be made electronically, via an online application portal, accessible using the following link:

Westchester County and Co-op Council Clash and then Come to A Compromise, Continued from p. 1

"...a compromise is just that, one in

which neither opponent or proponent

is really happy with...and as for the few

co-ops out there who might be the rare

mise law should reveal who they are. We

do not equate all application denials as

the knee-jerk, litmus-paper positions of

those who broad-brush all rejections as

who dare to discriminate in violation of

federal, state and local law, all I can say

- DIANA VIRRILL, CHAIR, CCAC

discriminatory. However, for those few

instances of discrimination. We reject

bad apples in the barrel, this compro-

Human Rights Commission (HRC) to monitor instances where applications are rejected.

Changes from the **Original Bill**

Two significant changes from the county's original and far more burdensome version of the legislation include the elimination of a requirement that co-op boards give a reason for denying an application and the addition of a "sunset" provision, which calls for the legislation to expire three years after its signature into law, building and realty industry officials said.

"The political realities of the situation were clearly apparent and recognized by both county officials and our co-op association," said Albert Annunziata, executive director of the BRI and the CCAC. "We launched a very effective advertising and advocacy campaign and I think the county politicians recognized that co-ops were not going to stand for the legislation

as originally proffered. Conversely, we saw the political reality quite clearly. The votes were there to pass either a more onerous bill, or a comparatively more workable and practical compromise bill. We chose the latter course."

is, beware!"

Public Hearing Revealed Differences

At the Oct. 29 Public Hearing on the issue of The Westchester County Board of Legislators, the divide between the CCAC's members and members of The Hudson Gateway Association of Realtors (HGAR) was clearly made manifest, building and realty industry officials said.

Realtors, by and large, denounced the compromise for various reasons and to varying degrees. Only Barry Kramer, president of HGAR, while expressing some reservations, held out a cooperative hand to the CCAC in an effort to work together to improve the cooperative

> purchasing process, building and realty industry officials added.

Annunziata responded in kind, setting the tone for the CCAC speakers at the public hearing and committing \$30,000 over the next three years to inform and educate Westchester's cooperatives as to the terms of - and compliance with - the proposed compromise legislation.

Every other mem-

ber of the CCAC who spoke before the county legislators attested to their own adherence to the integrity of the applications process, with an acknowledgement that for those few co-ops who might display a pattern of rejections, that

"The political realities of the situation were clearly apparent and recognized by both county officials and our co-op association."

> - ALBERT A. ANNUNZIATA, EXECUTIVE DIRECTOR, CCAC

it would be their justifiable reckoning with the county's Human Rights Commission.

"The extremely small percentage of co-op boards that might - might be abusing the applications process - that was a key issue with our organization," Annunziata said.

Annunziata added: "All the data available, ranging from the Realtors' own statistics to the HRC's case records to date, showed that the instance of cooperative applicant rejections was extremely small. We have maintained from the beginning that the county's legislative effort was an attempt to find a solution in search of a problem."

Diana Virrill, chair of the CCAC, said: "When all is said and done, a compromise is just that, one in which neither opponent or proponent is really happy with...and as for the few co-ops out there who might be the rare bad apples in the barrel, this compromise law should reveal who they are. We do not equate all application denials as instances of discrimination. We reject the knee-jerk, litmus-paper positions of those who broad-brush all rejections as discriminatory. However, for those few who dare to discriminate in violation of federal, state and local law, all I can say is, beware!"

The Board of Legislators approved the compromise cooperative bill at its General Session on Nov. 19 at the board's Legislative Chambers in White Plains. The proposed legislation passed by a 13-4 vote. Anyone interested in getting a copy of the legislation can call the CCAC at (914) 273-0730, or the Board of Legislators at (914)

An IMPACT Staff Report

Port Chester Housing Development for **Seniors Approved**

By Jeff Hanley, IMPACT Editor

WHITE PLAINS

A plan to build 34 affordable rental apartments for seniors in Port Chester is moving

The Westchester County Board of Legislators on Oct. 29 approved funding for the development by a unanimous vote, county officials recently announced. The development at 25 South Regent Street in Port Chester will be a four-story building with 31 one-bedroom units, three two-bedroom units, a fitness center, a community room, a patio, a deck and 77 on-site parking spaces. The apartments will be available to seniors 62 and older with incomes that are 50-to-60 percent of Westchester's Area

"Partnering with municipalities to address community needs is the best way to leverage county funds for the benefit of all."

- Westchester County Legislator Nancy Barr (D-6 LD).

Median Income. The apartments will remain affordable for at least 50 years, county officials said. County officials added that the board approved \$3 million for the acquisition of the land, which will eventually be transferred to the developer, Regent Sawpit Holdings, LLC. The board also approved \$1.3 million for infrastructure improvements in the area, including changes to the nearby intersection of Westchester Avenue and South Regent Street.

Continued on p. 8

ArtsWestchester & 42 Broad Invite N.Y. State Artist to Compete for Site-Specific Sculpture Commission, Continued from p. 6

https://artsw.org/42broadrfq. No submissions via email, or mail, or in person shall be accepted. Deadline to submit qualifications is by Dec. 14, officials said.

Background

A joint venture of Alexander Development Group and The Bluestone Organization, 42 Broad is a luxury transit-oriented development (TOD) near commuter rail in a supply-constrained southern Westchester County submarket. The completed 16-floor project will consist of 249 luxury for-rent apartments, approximately 12,000 net square feet of street-front retail, a newly renovated parking structure, and a broad array of first-class tenant amenities. The world-class tower has been designed to be one of the most energy efficient large-scale apartment buildings in the U.S., officials said.

42 Broad is in downtown Fleetwood, a prosperous community adjacent to Bronxville in Mount Vernon, officials added. The project site is uniquely positioned to benefit from its proximity to multiple transportation amenities. 42 Broad is two blocks from the Metro-North Railroad's Fleetwood Station, from which commutation times to Grand Central Station in Manhattan are approximately 30 minutes. Convenient access to I-87 and I-95 is provided by a Cross County Parkway on-ramp/off-ramp that is directly across the street from the project site and the nearby Bronx River Parkway.

Project officials said that 42 Broad benefits from its location in a supply-constrained submarket in which amenitized, transit-oriented rental housing is extremely underdeveloped. The lone comparable Class-A rental community in Fleetwood, the Horizon, was co-developed by Mark Alexander, principal of Alexander Development Group. This highly successful project opened in mid-2011 and has been 100 percent occupied, with only frictional vacancy, since achieving stabilized operations in 2012, officials said.

Alexander Development Group is a New York-based development and investment company focused on the production of multifamily housing, officials said. The company's team possesses more than 50 years of combined experience as developers and managers of residential and mixed- use properties. The team has successfully executed the development of residential asset types spanning a broad spectrum – ranging from single-unit conversions, and townhome developments to mixed-use urban towers. Mark Alexander has developed 3,000 units of housing, 75,000 square feet of neighborhood retail and office space, and numerous gardens and public art installations, officials said.

The Bluestone Organization, company officials said, is a full-service real estate development company with experience and expertise in site selection, planning, financing, construction, sale, marketing and management. The Bluestone Organization has built more than 5,000 housing units and 50,000 square feet of retail space.

Through the creative use of building systems and mechanical components, the organization has become an industry leader in Green Building by creating record-breaking, low-energy consuming buildings within budgets typical for standard structures. The organization has financed, designed, built and managed buildings throughout the greater New York area, including luxury condominiums, rental and mixed-use buildings, company officials said.

The Westchester County Board of Legislators **Approves Affordable Housing Developments**

WHITE PLAINS

■ he Westchester County Board of Legislators recently approved a plan that will bring 76 new units of affordable rental housing to New Rochelle.

The plan was unanimously approved, officials for the board said.

Under the plan, the county will acquire the land at 14 LeCount Place where developer Wilder Balter Partners is planning a 27-story, 379-unit development, 76 units of which will be affordable housing for people making around half of the area's median income, officials said.

Among the affordable units will be 17 studios, 42 one-bedrooms and 17 two-bedrooms. Rents, officials added, will range from \$1,000 to \$1,540 a month.

The county will pay \$4.18 million for the land and put another \$1.5 million into the expansion of sewer capacity in the area, officials said.

Westchester County Legislator Damon Maher (D-10th LD) said: "This is exactly the kind of development the county needs. The site is centrally located - across the street from the New Roc City entertainment complex and within walking distance of trains and buses. And the plan goes above

"Affordable housing we create today will benefit the people of Westchester for decades to come." and beyond New Rochelle city requirements, with more affordable units than required and with those units being available to people of lower incomes than is required." Maher also said that the affordable units are not separate, but

part of the overall development. The development also will include parking, a pool, a fitness center and other amenities. "In supporting developments like this one, which don't separate affordable housing from market-rate housing, we don't just help make Westchester a more affordable place to live, we also ensure dignity, respect and equity for all residents, regardless of income."

Westchester County Legislator Terry Clements (D-11th LD) said: "Expanding affordable housing is one of the most important things we can do to make Westchester more livable and sustainable. This location is ideal, with easy access to transportation, shopping, and entertainment. I'm excited to be able to support developments like this one, so residents of all incomes can continue to call Westchester home."

Other Noteworthy Actions

The development at 14 LeCount Place was just one of three affordable housing developments recently approved by the board. The board also unanimously approved a long-in-the-works plan to transform vacant buildings at the Knollwood Road entrance to the Westchester Community College campus in Greenburgh into 74 units of affordable housing for seniors. The board also signed off on a long-discussed development in Harrison that adds seven units of affordable housing in a development on Halstead Avenue near the Metro North train station, officials said.

Earlier this year, officials added, the board approved Mount Hope Plaza, a 56-unit development of affordable housing for seniors at Lake Street in White Plains.

"Affordable housing for Westchester residents is a top priority for this Board," said Benjamin Boykin (D-5th LD), chairman of the board. "As Chairman, I'm proud that we've approved more than 200 units of affordable housing already this year, including not only this new development in New Rochelle, but also finally moving forward the developments in Harrison, Greenburgh and White Plains. Affordable housing we create today will benefit the people of Westchester for decades to come."

The BRI Agrees to A New Labor Contract with Local 32-BJ, Continued from p. 1

- ❖ Oct. 1, 2018 A 1.76 percent increase, \$15 per week.
- ❖ Oct. 1, 2019 A 2.9 percent increase, \$25 per week.
- ❖ Oct. 1, 2020 A 2.8 percent increase, \$25 per week.
- ❖ Oct. 1, 2021 A 1.6 percent increase, \$15 per week.

Health:

- ❖ Oct. 1, 2018 No Change.
- ❖ Jan. 1, 2019 \$1,534.00 Per Month (A 7.0 percent increase for the Contract Year).
- ❖ Jan. 1, 2020 \$1,589.00 Per Month (A 3.6 percent increase for the Contract Year).
- ❖ Jan. 1, 2021 \$1,646.00 Per Month (A 3.6 percent increase for the Contract Year).
- ❖ Jan 1, 2022 Maximum Rate of \$1,778.00 (8 percent), but based on past practice the BRI is expecting an increase of 4 percent or less.

Pension (7 percent per year):

- ♦ Oct 1, 2018 No Increase.
- ❖ January 1, 2019 \$334.02.
- ❖ January 1, 2020 \$357.02.
- January 1, 2021 \$382.42.
- January 1, 2022 \$409.19.

Supplemental Retirement & Savings Plan (SRSP):

♦ \$0 percent Per Week, No Increase.

Legal, Training Funds:

No Increase.

Significant Language Changes:

- ❖ The BRI received a commitment from Local 32-BJ to hold classes at buildings, or anywhere the BRI chooses, with as few as five Employees;
- ❖ Direct Deposit Effective Mar. 1, 2019, Employers may mandate Direct Deposit. If an Employee does not have a bank account, the Employer may issue a Debit Card:
- ❖ Grievance Appeals Board (GAB) There is now a 45-day limit on delays.
- Bereavement Leave Leave is now limited to Mother/Father, Sibling, Grandparents and In-Laws;
- Vacation/Temp/Fill-In A 5-month limit on such Employees. No Benefits will be owed for such Employees. If a Temp/Fill-In stays longer than five months, Employers must pay a Pension only for three months after the fifth month (eight months before Employers pay Health Benefits);
- Probation for Fill-In Employees A Fill-In Superintendent who becomes permanent has a 150-day Trial Period, or at least 60 days from the date that they are hired as Permanents, whichever is longer;
- Expedited Arbitration If an Arbitration is delayed, the BRI may request an Expedited Arbitration (the grievance is put to front of the line);
- Work Assignments Employees will no longer be paid extra money to do the following (regardless of whether or not they were paid for it in the past) paragraph 15(8) in the overall contract, add to language after "....high-use common areas, all cleaning duties, stripping, waxing, polishing of floors, and snaking of all non-main line drains."
- Overall Costs (Based on An Average Annual Salary of \$850):

Year One - 3.4 percent.

Year Two - 3.2 percent.

Year Three - 3.2 percent.

Year Four - 2.6 percent to 3.7 percent (depending on Health in Year Four, the BRI has a cap of 8 percent, but based upon the last three contracts which had a similar cap, the BRI expects the actual cost to be closer to 4 percent, if the Health Increase comes in at 4 percent, then the overall cost will be 2.6 percent).

Persanis said that a copy of the new contract will be sent to members of the BRI's Collective Bargaining Group (CBG) in the weeks ahead. He added that any questions or comments can be directed to the BRI offices at (914) 273-0730.

"The Hazards of Internet Usage" To Be Reviewed at the Nov. 26 Meeting of The Cooperative and Condominium Advisory Council, Continued from p. 4

publication. The newspaper covers key building, realty, construction and business issues on a regular basis. Articles on issues of interest to the above sectors regularly appear in the publication. CCAC members also receive periodic bulletins and notices on issues and events that are applicable to the duties and interests of co-op and condo board members.

Lobbying – Co-ops and condos of the CCAC most definitely know that the CCAC and the BRI are their lobbying representatives. The association maintains close contact with government officials to stay informed of any laws or regulations that may affect the co-op/condo community.

Education – The CCAC consistently educates board members in each and every aspect of governing and managing co-ops and condos. Experts in real estate, law, insurance and utilities participate in the many membership meetings and seminars of the organization. The CCAC has sponsored hundreds of those programs in recent years.

Negotiations with Service Workers - Many co-ops and condos draw heavily on the services of union workers. Board members are often called upon to deal with those workers in an effort to provide efficient, well-running services for the residents of the co-op or condo community. The CCAC and the BRI are equipped to negotiate with Local 32BJ Service Employees International Union (SEIU), which represents building superintendents, porters and handymen. The associations retain experts in labor negotiations to help those efforts. Co-ops and condos can join with the more than 430 buildings and complexes in the BRI's unified negotiating unit. The unit represents buildings and complexes in an experienced and cost-efficient manner. Negotiations between the BRI and Local 32-BJ on a new labor contract between the two entities concluded on Sep. 28. A full report on the process begins on page one.

A Milestone

CCAC officials added that the association will be commemorating the 40th anniversary of its formation throughout 2019. Details on the commemoration will be announced in the weeks ahead, CCAC officials said.





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Westchester County IDA Approves Financial Incentives for Two Mixed-Use Residential Projects in White Plains

Developments Represent \$155.5 Million in Private Investment

VHITE PLAINS

The Westchester County Industrial Development Agency (IDA) has unanimously approved financial incentives for two mixed-use residential developments in White Plains which represent a total private investment of \$155.5 million.

At the IDA Board meeting on Oct. 25, Saber Chauncey WP, LLC was approved for \$3,348,609 in sales tax and mortgage recording tax exemptions for The Collection, a mixed-use project consisting of 276 residential units in two buildings on Westchester Avenue and Franklin Avenue, officials said.

Across from The Westchester Mall, the \$136.2 million project includes 24,526 square feet of retail space and 716 parking spaces of which 275 will be for municipal parking. Seventeen of the residential units will be affordable. The

tial units will be affordable. The project is expected to create 250 construction jobs and 91 permanent jobs, officials added.

Officials added that Westmore-land Lofts, LLC received approval for \$867,000 in sales tax and mort-gage recording tax exemptions for a mixed-use project at 138-158 Westmoreland Avenue. The \$19.3 million development consists of 62 residential units with amenities, a roof-top terrace and ground floor retail/commercial space. Ten percent of the residential units will be affordable. The project is estimated to create approximately 35 to 40 construction jobs and 16 permanent jobs, spokesmen added.

"The two projects approved for financial incentives by the IDA will

"The two projects approved for financial incentives by the IDA will create nearly 400 new construction and permanent jobs while making a significant private investment in the county's economy with new housing and retail space. In addition, these benefits are provided at no cost or risk to the taxpayers of Westchester."

— Bridget Gibbons, director of the Westchester County Office of Economic Development.

create nearly 400 new construction and permanent jobs while making a significant private investment in the county's economy with new housing and retail space," said Bridget Gibbons, director of the Westchester County Office of Economic Development. "In addition, these benefits are provided at no cost or risk to the taxpayers of Westchester."

Port Chester Housing Development for Seniors Approved, Continued from p. 7

"Partnering with municipalities to address community needs is the best way to leverage county funds for the benefit of all," said Westchester County Legislator Nancy Barr (D-6 LD). "In this case, seniors will have a chance to rent beautiful, new apartments at affordable prices, while residents of all ages will benefit from the traffic safety improvements at the corner of Westchester Avenue and South Regent Street." County officials said that increasing access to affordable housing is a top priority for the board. Officials added that the board this year has approved developments that will create "well over 200 new units of affordable housing

in the county, including more than 100 for seniors."

"The development of affordable housing today delivers dividends for the residents of Westchester County for generations," said Board Chairman Ben Boykin (D-5 LD). "Affordable housing for our seniors is especially important, giving seniors a chance to remain in communities they have called home for years. I'm proud that we've been able to move forward with these important developments to make life better and more affordable for the residents of Westchester."

New York State Imposes Sexual Harassment Policy Adoption & Training for All Employers in New York, Continued from p. 1

- ◆ Include information concerning the federal and state statutory provisions concerning sexual harassment, remedies available to victims of sexual harassment, and a statement that there may be applicable local laws;
 - ◆ Include a complaint form;
- ◆ Include a procedure for the timely and confidential investigation of complaints that ensures due process for all parties;
- ◆ Inform employees of their rights of redress and all available forums for adjudicating sexual harassment complaints administratively and judicially;
- ◆ Clearly state that sexual harassment is considered a form of employee misconduct and that sanctions will be enforced against individuals engaging in sexual harassment and against supervisory and managerial personnel who knowingly allow such behavior to continue;
- Clearly state that retaliation against individuals who complain of sexual harassment or who testify or assist in any investigation or proceeding involving sexual harassment is unlawful.

In addition, the state has created a Sexual Harassment Prevention Poster that is highly recommended to Employers to place in a visible place. That poster can be found on the New York State Department of Labor (DOL) website.

In addition to adopting a policy, every employer in New York State is required to provide employees with Sexual Harassment Prevention Training. An employer that does not use the model training developed by the Department of Labor (DOL) and Division of Human Rights must ensure that the training that they use meets or exceeds the following minimum standards. Model Training Materials are available to employers to download.

The training must:

- ◆ Be interactive;
- ◆ Include an explanation of sexual harassment consistent with guidance issued by the Department of Labor (DOL) in consultation with the Division of Human Rights;
- Include examples of conduct that would constitute unlawful sexual harassment;
 Include information concerning the federal and state statutory provisions con-
- cerning sexual harassment and remedies available to victims of sexual harassment;
- ◆ Include information concerning employees' rights of redress and all available forums for adjudicating complaints;
- ◆ Include information addressing conduct by supervisors and any additional responsibilities for such supervisors;
 - ◆ Must occur every year.

For those members of the Building and Realty Institute's (BRI's) Collective Bargaining Group (CBG) with Local 32-BJ Service Employees International Union (SEIU) employees, the BRI has arranged for free training for any Union members. This training will be offered through the Thomas Shortman Training School and any Employer may request training be performed on-site, provided employers can gather at least five employees and may offer a site to hold the training. If employers cannot hold a training on site or do not have five employees, the BRI is working on a site and open training for employers who do not have five employees or a site to hold the training.

This training must also be provided to your non-union employees. The BRI is also working on providing that service to its members.

For more information on what is required or how to arrange for training, contact Matthew Persanis, Esq., at (914) 961-4400. Persanis is a principal of Elefante and Persanis, LLP of Eastchester.

Builder Confidence Rises One Point in October, Continued from p. 1

housing affordability stabilizes, the market risks losing additional momentum as we head into 2019."

Derived from a monthly survey that NAHB has been conducting for 30 years, the NAHB/Wells

Fargo Housing Market Index (HMI) gauges builder perceptions of current single-family home sales
and sales expectations for the next six months as "good," "fair," or "poor," the report said.

The survey also asks builders to rate the traffic of prospective buyers as "high to very high," "average" or "low to very low." Scores for each component are then used to calculate a Seasonally Adjusted Index where any number over 50 indicates that more builders view conditions as good than poor, the report said.

The HMI index measuring Current Sales Conditions, the study added, rose one point to 74. The component gauging Expectations in the Next Six Months increased a single point to 75. The component charting Buyer Traffic registered a four-point gain to 53.

"Favorable economic conditions and demographic tailwinds should continue to support demand, but housing affordability has become a challenge due to ongoing price and interest rate increases. Unless housing affordability stabilizes, the market risks losing additional momentum as we head into 2019."

- ROBERT DIETZ, NAHB CHIEF ECONOMIST

Looking at the Three-Month Moving Averages for regional HMI scores, the Northeast rose three points to 57. The South increased one point to 71. The West held steady at 74, while the Midwest fell two points to 57, the report said.

The NAHB/Wells Fargo Housing Market Index (HMI) is the product of NAHB Economics, NAHB officials said. The report is not seen or influenced by any outside party prior to being released to the public. HMI tables can be found at nahb.org/hmi.

The Local Look

Representatives of the local building, realty and construction industry said the assessments contained in the NAHB/Wells Fargo Housing Market Index (HMI) are mostly reflective of building, realty and construction industry conditions in the Westchester and Mid-Hudson Region.

"There is a level of confidence and there are reasons for some continued optimism among builders of single-family homes, since specific areas in our region have seen the building of single-family units," said Albert Annunziata, executive director of The Builders Institute (BI)/Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region, a building, realty and construction industry membership organization with more than 1,800 members in 14 counties of New York State.

"But, there are still noteworthy sections of our region that are not seeing strong levels of activity on a consistent basis," Annunziata added.

Annunziata stressed that the negatives of the lack of land, anti-industry regulations and labor shortages are among the factors that continue to prevent the development of much-needed single-family housing in the Westchester and Mid-Hudson Region.

Important Reviews of New York's New Sexual Harassment Prevention Law and Your Insurance, Continued from p. 2

Sexual Harassment? None of them!

Legal Defense and Liability (judgements, settlements) for Sexual Harassment Claims is only covered (per policy terms) by an Employment Practices Liability Insurance (EPLI) Policy (sometimes, EPLI coverage is built-in to a Directors and Officers Liability Policy (D&O), this is usually the case with D&O policies for Condos/Co-ops/Home Owners' Associations).

Importantly: a) EPLI Policies also respond to other types of Employee-Related Claims, including Discrimination, Wrongful Termination, and Non-Sexual Harassment (all not covered by other insurance policies); b) EPLI policies often provide a free legal "hotline" to call for general advice on how to handle employment-related matters, in order to possibly avoid a claim; and c) the EPLI policy provides for paid legal services to investigate and defend allegations, many of which are fabricated by disgruntled employees, and which can be distracting and expensive for a business to address on its own. Given these benefits, it's clear why the EPLI policy is one of the most important insurance policies for a business.

EPLI Policy Premiums are based on the number of employees, with minimum premiums starting around \$2,500. EPLI Premiums may be less, if the coverage is built-into a Business Owners Policy (BOP), or Package Policy.

Additional Scenarios

Sexual Harassment Claims can extend outside of the employee/employer relationship. For instance, a client, subcontractor employee, or visitor to your workplace, may claim to have been sexually harassed. Your company's EPLI policy must have "Third Party" liability coverage in order to respond to claims brought by someone other than an employee (client, subcontractor employee, or visitor.)

For more information on New York's new Sexual Harassment Prevention Law, consult the website referenced herein, or contact your attorney. For more information on training options, and EPLI insurance for claims relating to the new law, contact your insurance broker, or Levitt-Fuirst at (914) 457-4200.

Editor's Note: Levitt-Fuirst Associates is the Insurance Manager for The Builders Institute (BI)/ Building and Realty Institute (BRI) of Westchester and The Mid-Hudson Region. Ken Fuirst and Jason Schiciano are Co-Presidents of the company. The firm is based in Tarrytown.

COMMERCIAL REALTY REPORT:

Multi-Family and Industrial Properties Continue to Perform Well, While Retail and Office Properties Face Challenges

RYE BROOK

Multi-family apartments and industrial properties continue to perform well in Westchester County, while other sectors of the county's commercial real estate market, especially retail and office properties, are facing strong headwinds.

Those evaluations were contained in a new third-quarter report from Houlihan Lawrence's Commercial Group.

Tenants in Multi-Family Apartments that are near train lines seem happy to shrug off the noise of a passing railroad in their desire to have convenient access to New York City. According to industry data, net absorption during Quarter 3 2018 was 3.8 times higher than Quarter 3 2017 and the year-to-date trend is similar. There were fewer deliveries of newly built rental units in the third quarter, but the pipeline of new construction has increased, the study said.

Industrial Properties are also enjoying firm fundamentals, as they have become a critical link in evolving consumer fulfillment networks supporting digital retail platforms. Pressure to increase the productivity of these supply chains will inevitably bring multi-story warehouses, similar to ones in Japan, to areas where land is scarce and proximity to the consumer is critical to business survival, according to the report.

Vacancy Rates for Industrial and Flex Properties are lower and Rental Rates are slowly increasing. Overall Industrial Property Demand is strong, with a low inventory of State-of-the-Art Facilities in southern Westchester.

Challenges

Retail and office properties, on the other hand, face challenges as many of their traditional users are being forced to drastically change their business models, the report said. Smaller Retail Formats offering basic consumer services are finding that they need to provide an updated appearance, convenient parking, and even a food retailer or bank branch to bring in traffic, the study added.

In the Retail Sector, industry data shows an overall vacancy of 3.6 percent and an availability of 6.5 percent. New vacancies/availability, not included in this data, may impact the market imminently as retailers such as Mattress Firm and Sears restructure or shutter operations, the report added.

The study stresses that, at a time when Manhattan office leasing volume is hitting a multi-year high, leasing trends in Westchester remain weak.

"On the ground our observation is that established companies are going forward with deals in the locations that best fit their business strategy," said Thomas LaPerch, director of Houlihan Lawrence's Commercial Group. "Smaller tenants and newly formed businesses, on the other hand, continue to be hesitant to commit to longer lease terms."

"As headwinds emerge in the CRE markets and the risk appetite of buyers and sellers changes, a real knowledge of local market dynamics is crucial to help buyers/sellers (landlord/tenants) achieve their transaction goals," said Houlihan Lawrence Commercial Group Agent Teresa Marzano. "Assets benefit from being priced and positioned properly from the start and clients profit from a clear definition of their objectives. In this environment, more than ever, time is of the essence."

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Housing Case Study:

Continuum Offering Limited Number of Competitively Priced Luxury Rentals

WHITE PLAINS

hose looking to live in one of Westchester's newest and most exciting luxury apartments at a below-market rent have an option - they should look no further than Continuum, the 16-story, 288-unit luxury rental building in downtown White Plains, development officials recently announced

Officials said that Continuum has available only 15 competitively priced luxury studios, 1-bedroom and 2-bedroom residences. Monthly rents are \$2,028 for a studio, \$2,314 for a 1-bedroom unit and \$2,597 for a 2-bedroom unit. The rates compare to market-rate rents of \$2,120, \$3,020 and \$3,845 for studios, 1-bedroom and 2-bedroom units, respectively. Qualifying tenants must have an annual income equal to 100 percent of the Area Median Income (AMI) in Westchester County. For singles, the annual income must range between \$82,200 and \$87,132. For couples, the income range is \$93,700 to \$99,322.

"We are very pleased to offer this rare opportunity to live in a beautifully designed luxury rental building in downtown White Plains that offers first-class amenities and a convenient location next to the Metro North train station. And all at a monthly rent that is below market rates," said Brian Barry, senior vice president of LCOR, the developer of the project.

The Features

Continuum, which officially opened in April, features elegantly designed residences with the finest modern finishes and expansive windows offering spectacular panoramic views of White Plans and even the Manhattan skyline. More than 80 percent of the units are leased, officials said.

Residents of the affordable units will have full access to Continuum's impressive array of luxury amenities, which include a 24-hour concierge, a Sky Lounge and a Club Room with a full complement of entertainment options including a fireplace, a kitchen, a private dining area and multiple smart TV's, officials said. An adjacent roof-top deck has an open-air terrace, a fire pit and spectacular views of Manhattan. Residents can also enjoy a beautifully designed sundeck terrace with a swimming pool, plantings, outdoor furnishings and BBQ grills. There is also a state-of-the-art fitness club, a business center, a children's playroom and a game room/simulator, officials added.

A transit-oriented development, Continuum is at 55 Bank Street and immediately adjacent to the White Plains Metro-North station, which is a 40-minute commute to Grand Central Terminal, officials said.

LCOR is a fully integrated real estate investment management and development company with a proven track record of creating distinctive opportunities and successfully executing multifaceted, mixed-use projects, company officials said. As an industry leader, LCOR's comprehensive expertise enables it to manage the entire investment lifecycle and implement innovative and sustainable strategies that transform the communities where it invests, company officials added.

Housing Study:

Yonkers Municipal Housing Authority Unveils Renovations at City's Oldest and Largest Affordable Housing Complex

YONKERS

The oldest and largest affordable housing complex in Yonkers is getting a \$50 million makeover, officials recently announced. The process is all part of a \$300 million, three-year plan of the Municipal Housing Authority of the City of Yonkers (MHACY) to renovate more than 1,700 units of affordable housing across the city.

Yonkers Mayor Mike Spano and Joseph Shuldiner, executive director of the MHACY, showed off some of the renovations at the William A. Schlobohm Houses on Schroder Street in Yonkers during a tour on Oct. 10 with New York State Senator Andrea Stewart-Cousins, officials said. Spano said that the city's Municipal Housing Authority was able to accomplish the renovations through a creative private/public partnership that included funding from New York State.

"New York State is stepping in as the role of the federal government diminishes in providing, safe, decent affordable housing," said Spano. "With nearly \$3 billion in private investment pouring into Yonkers, it is important that all boats rise and that everyone share in the prosperity as our city thrives."

Officials said that more than \$50 million is being spent to renovate the 411-unit housing complex, which is more than 50 years old. The complex's eight buildings will get new bathrooms, kitchens and windows, as well as brighter hallways, upgraded elevators and security systems.

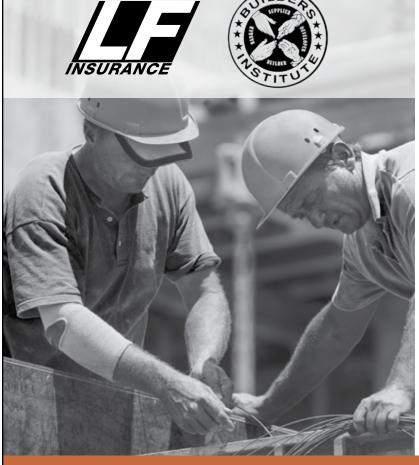
The renovations are being done at 20 properties across the city and include new bathrooms, kitchens, roofing, flooring, heating and other interior and exterior upgrades that will improve the lives of 10,000 residents, including senior citizens. A complex financing plan under the Department of Housing and Urban Development's (HUD's) Rental Assistance Demonstration Program (RAD) allowed the city and the authority to leverage its properties and use tax credits to attract private investors. The process is the most extensive public housing renovation in the nation using public/private financing.

Shuldiner said that renovations are currently happening in 1,300 units of affordable housing throughout the city that should be completed by the end of 2019. MHACY is working on obtaining additional funding to complete the rest of the units by 2020.

"When it comes to projects like these, we are moving at lighting speed," he said. "Through RAD we have been able to leverage private investment through tax credit incentives to improve our housing stock and create hundreds of construction jobs. We would not have been able to do any of this without the help of New York State, and in particular, our local delegation and Gov. Cuomo."

MHACY is the largest provider of affordable housing in Yonkers and the second largest public housing authority in New York State. MHACY has an unparalleled commitment to redeveloping, managing and administering its housing stock to provide low-income families, the elderly and disabled individuals with access to good, sustainable housing that improves the quality of the residents' lives, fosters their economic success, and allows them to serve as integral members of communities in which they live, officials said.

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Industry Report:

Housing Affordability Edges Lower in the Third Quarter

By Jeff Hanley, IMPACT Editor WASHINGTON, D.C.

odest increases in interest rates and home prices kept housing affordability at a 10-year low in the third quarter of 2018, according to a building and realty industry study.

That assessment came from The National Association of Home Builders (NAHB)/ Wells Fargo Housing Opportunity Index (HOI). The report was released on Nov. 8.

The study said that a total of 56.4 percent of new and existing homes sold between the beginning of July and the end of September were affordable to families earning the U.S. median income of \$71,900. The figure is a decrease from the 57.1 percent of homes sold in the second quarter that were affordable to median-income earners. It also represents the lowest reading since mid-2008, the report added.

The analysis said that the national median home price edged up from \$265,000 in the second quarter of 2018 to \$268,000 in the third quarter. The increase is the highest quarterly median price in the history of the HOI series. The study added that, simultaneously, average mortgage rates rose by a nominal five basis points in the third quarter to 4.72 percent from 4.67 percent in the second quarter.

"Continuing home price appreciation and rising interest rates, coupled with persistent labor shortages, are contributing to housing affordability concerns," said NAHB Chairman Randy Noel. "Builders are increasingly focusing on managing home construction costs so that they do not outpace wage gains."

NAHB Chief Economist Robert Dietz added that ongoing job and economic growth provide a solid backdrop for housing demand amid recent declines in affordability.

"However, housing affordability will need to stabilize to keep forward momentum from diminishing as we move into the new year," Dietz said.

Details

The report said that for the second straight quarter, Syracuse remained as the nation's most affordable major housing market. A total of 88.2 percent of all new and existing homes sold in the third quarter in Syracuse were affordable to families earning the area's median income of \$74,100. Kokomo, Ind., was rated the nation's most affordable smaller market, with 93.2 percent of homes sold in the third quarter being affordable to families earning the median income of \$64,100, according to the study.

The analysis added that:

- ♦ Completing the Top Five Affordable Major Housing Markets, in respective order, were Scranton-Wilkes Barre-Hazleton, Pa.; Indianapolis-Carmel-Anderson, Ind.; Youngstown-Warren-Boardman, Ohio-Pa.; and Harrisburg-Carlisle, Pa.
- ◆ Smaller markets joining Kokomo at the top of the list included Elmira; Fairbanks, Alaska; Cumberland, Md.-W.Va.; and Springfield, Ohio;
- ◆ San Francisco, for the fourth straight quarter, was the nation's least affordable major market. A total of just 6.4 percent of the homes sold in the third quarter of 2018 in San Francisco were affordable to families earning the area's median income of \$116,400;
- ♦ Other major metros at the bottom of the affordability chart are in California. In descending order, they included Los Angeles-Long Beach-Glendale; Anaheim-Santa Ana-Irvine; San Jose-Sunnyvale-Santa Clara; and San Diego-Carlsbad
- ◆ All five Least Affordable Small Housing Markets were also in California. Based at bottom of the affordability chart was Santa Cruz-Watsonville, where 6.5 percent of all new and existing homes sold were affordable to families earning the area's median income of \$81,400. In descending order, other small markets at the lowest end of the affordability scale included Salinas; Napa; San Luis Obispo-Paso Robles-Arroyo Grande; and San Rafael.

Tables, Historic Data and additional details can be obtained at www.nahb.org/hoi, the study said.

The NAHB/Wells Fargo HOI is a measure of the percentage of homes sold in a given area that are affordable to families earning the area's median income during a specific quarter, the report said. Prices of new and existing homes sold are collected from actual court records by Core Logic, a data and analytics company. Mortgage financing conditions incorporate interest rates on fixed- and adjustable-rate loans reported by the Federal Housing Finance Agency, the study added.

Co-op and Condo Corner: Examining the Problems that Internet Usage Can Produce, Continued from p. 2

valuable information on a consistent basis and we would hate to see any of our members miss out on that important info.

❖ In what has been described by building and realty industry officials as "a note-worthy victory for employers," the BRI recently agreed to a new labor contract with Local 32-BJ Service Employees International Union (SEIU). The agreement, which runs from Oct. 1, 2018 through Sep. 30, 2022, was reached at approximately 6 p.m. on Sep. 28 at the Crowne Plaza Hotel in White Plains. The settlement capped two months of intense negotiations between the two entities. The BRI bargained on behalf of its Collective Bargaining Group (CBG). The group is composed of more than 430 buildings and complexes, including many co-ops and condos. A full report on the process begins on page one. Accordingly, I would like to issue many thanks to the following members of the CCAC's Board of Directors who served on the BRI's Negotiating Committee during the process: Clementine Carbo, CCAC Vice Chair Peg Conover, Cesare Manfredi and Joseph Parone. Their efforts are most definitely appreciated.

I was recently informed by the staff of the CCAC/BRI that 2019 will mark the 40th anniversary of the formation of the CCAC. Our association is proud of its service to our region's co-op and condo community. Make that very, very proud! Further details on the commemoration of this important milestone will be announced in the weeks ahead.

❖ And, finally, please remember that the staff of the CCAC/BRI is always available to meet the needs of the CCAC's membership. Please feel free to contact the CCAC/BRI offices at (914) 273-0730 with any needs that you may have regarding the daily operations of your co-op or condo.

Enjoy the remainder of the fall!



Elizabeth Nunan

Houlihan Lawrence Names Nunan Chief Operating Officer

RYE BROOK

oulihan Lawrence recently announced the appointment of Elizabeth Nunan, a 20-year veteran of the company, as its Chief Operating Officer (COO).

Nunan - who spent 20 years at Houlihan Lawrence heading its award-winning Global Business Development team, widely-renowned in the industry for its volume of annual global referrals - most recently worked as the Executive Vice President of Member Services at Leading Real Estate Companies of the World (LeadingRE), an esteemed global network of market-leading independent residential brokerages. She played a key role in the network's strategic execution and directed the core broker referral program, which generates more than 30,000 member-to-member referrals annually, officials said.

In Houlihan Lawrence's newly-created COO position, Nunan oversees core operations, including Information Technology, Legal and Global Business Development.

"Liz has the respect and admiration of our agents and the industry," said Chris Meyers, president of Houlihan Lawrence. "She quite literally has a worldwide reputation. There's nobody better prepared to help us continue to exceed the expectations of our agents and their clients."

"Rejoining Houlihan Lawrence is so rewarding," Nunan added. "I get to work closely with not only the firm's incredibly talented agents, but also its impressive leadership team."

Nunan is a licensed broker who served on the Board of Directors of The National Association of Realtors (NAR) from 2006 to 2017 and the Board of Directors of the Hudson Gateway Multiple Listing Service (MLS) from 2014 to 2017. She was also the recipient of the LeadingRE Hall of Fame Award in 2011 and Worldwide Employee Relocation Council's (ERC) prestigious Distinguished Service Award in 2016, officials said.

Nunan's return to Houlihan Lawrence coincides with the retirement of the firm's longtime Senior Vice President, Debra Dalton. A 32-year veteran of the company, Dalton is credited with many aspects of Houlihan Lawrence's success, perhaps most notably building the firm's community-driven culture and driving its many charitable efforts. Her leadership helped Houlihan Lawrence become the largest corporate sponsor at the American Cancer Society's Making Strides Walk for multiple, consecutive years, company officials said.

Houlihan Lawrence is the leading real estate brokerage serving New York City's northern suburbs, company officials said. Founded in Bronxville in 1888, the family-run company is deeply committed to technological innovation and the finest client service. The firm has 30 offices and 1,300-plus agents serving Westchester, Putnam, Dutchess, Columbia, Ulster and Orange counties in New York and Fairfield County in Connecticut. The company ranks in the top 20 of all brokerages nationally and achieved a total sales volume of more than \$6.5 billion in 2017, officials added.

Tech Talk

The Importance of Websites and Social Media to Businesses

By Andrea Wagner, President, Wagner Web Designs, Inc. DANBURY, CT.

hen creating a website for a business, I often get asked if that business needs to have a Facebook page, a Twitter account, Instagram and other social media platforms.



I often get groans
and sighs when I tell the representative of
a business that the answer is a definite yes.
The groans and sighs are consistently accompanied by: "I don't know how any of this
works...I don't have time to post, etc."

Do I Need Social Media?

The truth is, social media is important - and it is here to stay. It will not only have your company reach more people, but it will raise your Google Ranking. Now, don't run out and create an Instagram Account. Not all social media is right for every business. A law firm, for example, may do well with Twitter and Linked In accounts, while an interior designer will be best suited for Facebook, Instagram and Pinterest.

Please, please remember that having the account is not enough. As a business representative, you must use the account for the sake of the business. A Facebook page, for example, has no value if you don't regularly post. Facebook knows how frequently you post and your feed will show up less to a limited number of people.

How To Post To Maximize Your Efforts

If you are having an event, or announcing a move, a new deal, a new employee, or sharing some insider tips in your industry, please keep in mind that this will generate interest. Don't post lengthy information, as we all have short attention spans. Create a link to your website and go into detail there. And, you should add an image. Your message will stand out. Begin a conversation and encourage a discussion about a relevant topic. Another tip - do not get political!

"The truth is, social media is important - and it is here to stay. It will not only have your company reach more people, but it will raise your Google Ranking."

Businesses should keep in mind that it is perfectly okay to post one article on multiple platforms. For instance, Tweet about that new employee that you posted on Linked In and Facebook!

No one wants to regularly see tons of holiday greetings, service plugs and "look at us, we're great posts." Try to post valuable information that will create interest and generate shares. Instead of self-congratulatory posts, thank a business that you recently worked with, celebrate an employee's achievement, or talk about a charity that you're involved with.

"Please, please remember that having the account is not enough. As a business representative, you must use the account for the sake of the business."

Editor's Note: Andrea Wagner is president of Wagner Web Designs, Inc. The company specializes in optimized small business websites. Have a question? Feel free to contact Wagner at (914) 245-2626.

BI-BRI Unveils Its Series of New Logos

By Jeff Hanley, IMPACT Editor

ARMONK

Officials from The Builders Institute (BI)/Building and Realty Institute (BRI) recently announced that the association has unveiled a series of new logos for the organization, as well as for its seven component associations.

"We hope that you've noticed something new - if not, you're looking at it now," said Maggie Collins, director of membership for the BI-BRI. "Over the last half year or so, we've redesigned our (many) logos. It certainly amounts to a rebranding in a visual context, reflecting a fresh, clear, immediate, bold and modern design."

Collins credited the design team at Roher Sprague Partners of Irvington for its efforts of working with the staff of the BI-BRI in developing the logos.

"The creation is one that we're very happy to present," Collins said.

BI-BRI officials said that "the fundamental mandate" of the organization is strongly continuing – consistently representing the building, realty and construction industry.

"The goal of developing this new identity was to create a strong, unified look for the organization that would be focused on the future; an image that recognizes what the organization is now, and what it will be going forward, but does not lose its long 72-year history," said Melanie Roher, creative director of Roher/Sprague Partners. "Redesigning the visual identities of the affiliated organizations was also important so that there is an obvious relationship to the BRI organization," Roher noted. "We've also selected a palette of colors for the BRI and the affiliated organizations that will help create clarity and consistency throughout all BRI communications."

The BI-BRI has more than 1,800 members in 14 counties of New York State. Those members are involved in virtually every area of the building, realty and construction sector.

"We advocate intensely and continuously on behalf of our 1,800 members across the Westchester and Mid-Hudson Region, as well as across New York State," said Albert Annunziata, executive director of the BI-BRI. "As we retire our longtime 'circle of hands' logo of the BI, we think the new visual identification is one that our members and associates will become just as fond of over time."

The seven component organizations of the BI-BRI are:

The Advisory Council of Managing Agents (ACMA)

The Apartment Owners Advisory Council (AOAC)

The Commercial Builders Advisory Council (CBAC)

The Cooperative and Condominium Advisory Council (CCAC)

The Home Builders Advisory Council (HBAC)

The Remodelers Advisory Council (RAC)

The Suppliers and Service Providers Advisory Council (SSPAC)



The Building & Realty Institute of Westchester & the Mid-Hudson Region

BI BRI

Council

The Builders Institute
The Building & Realty Institute
of Westchester & the Mid-Hudson Region

Home Builders
Advisory

R | Rem

Remodelers Advisory Council CB AC

Commercial Builders Advisory Council

SS PC Suppliers/Service Providers Advisory Council

MA MA Advisory Council of Managing Agents

AO AC **Apartment Owners Advisory Council**

CC AC Cooperative & Condominium Advisory Council

IMPACTIVITY:

The BI-BRI Maintains Its Busy Schedule of Providing Meetings and Services to The Building, Realty and Construction Sector

By Jeff Hanley, IMPACT Editor ARMONK

The "Beat Goes On!"

The Builders Institute (BI)/Building and Realty Institute (BRI) continued its intense, year-long pace of sponsoring Membership Meetings, Seminars and Social Events well into the fall, association officials recently said.

As of mid-November, the BI-BRI sponsored, or participated in, more than 70 meetings and programs that reviewed issues affecting the building, realty and construction sector, association officials added.

"Our sponsorship of those meetings and seminars and our participation in events related to our industry is just part of what we do for our membership on a continuing basis," said Albert Annunziata, executive director of the BI-BRI. "And we are currently in the process of planning our events and initiatives for 2019. Our members can be assured that the busy pace that the BI-BRI maintains in providing membership services to our organization will most definitely continue into the new year."

Photos from three recent BI-BRI programs are featured below. The next issue of IMPACT will feature a comprehensive Year-End Review of BI-BRI activities from 2018, association officials said.

The BI-BRI is a building, realty and construction industry membership organization. The association has more than 1,800 members in 14 counties of New York State. Those members are involved in virtually every area of the building, realty and construction industry, association officials said.



"A Look at The Races for Seats in the N.Y. State Senate" was the topic of the Oct. 18 General Membership Meeting of The Builders Institute (BI)/Building and Realty Institute (BRI). More than 60 members of the building, realty and construction industry attended the event at The Crowne Plaza Hotel in White Plains. Pictured during the conference, from left to right at the head table, are Glenn Riddell, lobbying consultant to the BI-BRI; Sen. David Carlucci (D-38 SD); Sen.-Elect Peter Harckham (D-40 SD); Albert Annunziata, executive director, BI-BRI; and Sen. Terrence Murphy (R-40 SD, at the podium, speaking). Photo by Barbara Hansen

The Beat Goes On!



"A Look at The Building and Realty Institute's (BRI's) New Labor Contract with Local 32-BJ Service Employees International Union (SEIU) and Its Ramifications to Hundreds of Multi-Family Buildings in Westchester County!" was the topic of the Nov. 2 segment of "Building Knowledge with The Building and Realty Institute (BRI)," the official radio program of the BRI. The show airs every Friday from

11:30 a.m. to 12 noon on WVOX 1460 AM and wvox. com. Pictured during the Nov. 2 broadcast are, from left to right, Jeff Hanley, associate executive director, BRI and the program's host, and Matthew Persanis, Esq., labor counsel to the BRI. Persanis was the lead negotiator for the BRI during its recent negotiations with Local 32-BJ. A full report on the negotiations begins on page one. A WVOX Staff Photo



More than 75 members of the local building, realty and construction industry participated in The Annual Golf Outing of The Builders Institute (BI)/Building and Realty Institute (BRI) on Oct. 9. The event was at The Glen Arbor Golf Club in Bedford Hills. Pictured during the outing are, from left to right, Joseph Bohm, Dual Fuel Corporation; Marc Klahr, Klahr Glass; Andrew Grundman, Grundman Mechanical; and Jason Schiciano, co-president, Levitt-Fuirst Associates. Levitt-Fuirst Associates is the Insurance Manager for the BI-BRI and its component organizations. Jane Gill, controller, BI-BRI and Margie Telesco, office manager, BI-BRI, were the coordinators of the outing. Photo by Barbara Hansen