

Local One

International Union of Elevator Constructors

of New York and New Jersey - (AFL-CIO)

47-24 27th Street, Long Island City, New York 11101

Phone: (718) 767-7004 - FAX: (718) 767-6730



VIA FACSIMILE (201) 836-0592

March 22, 2005

E. James Walker, Jr.
Elevator Manufacturers Association
of New York Inc.
P O Box 119
Teaneck, NJ 07666

Dear Jim:

I have your insulting and totally inaccurate letter of March 21, 2005. Your statement that members of Local No. 1 have been engaged in an unlawful course of conduct, including threats, intimidation, violence and sabotage is an absolute lie.

It is regrettable that EMANY and its members have brought about the current lockout of employees represented by this Union. Our members were willing to continue at work during the pendency of collective bargaining negotiations, but your members refused to permit members of Local 1 to continue at work and to continue to perform services insuring the safety of the general public. It was the action of the members of EMANY which created this current problem and not this Union.

You will recall that you left a voice message on my cell phone on the morning of March 17, 2005 in which you advised me that EMANY was announcing that it was locking out members of this Union. You and your members took this action notwithstanding the fact that Local No. 1 was prepared to continue collective bargaining in an effort to reach a fair and reasonable collective bargaining agreement.

Members of this Union have not engaged in any unlawful or improper conduct. We will continue to advise the general public that EMANY and your three employer members have locked out employees and have refused to permit them to perform their normal duties. It is EMANY and its members, and EMANY and its members alone, which are responsible for the current problem.



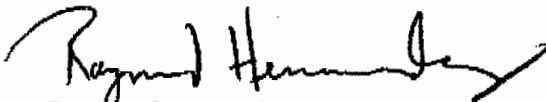
This Union will continue to advise the general public of the lockout of our members, but our members have not engaged in any unlawful conduct and do not intend to do so.

It is our view that EMANY and its members have violated the National Labor Relations Act by locking out employees. We have filed unfair labor practice charges with the National Labor Relations Board and expect that the Board will determine that EMANY and its members have violated the law and will be responsible for back pay to members of this Union.

This Union is prepared to continue collective bargaining negotiations with EMANY and its members. It is our firm belief that there are areas of compromise and negotiation and that both sides must make certain concessions to the facts of life and the current situation. This Union is certainly prepared to do so and so indicated to you at midnight on March 17, 2005. Unfortunately, you and your employer members simply ignored the Union's position and walked out of negotiations. Such conduct on the part of EMANY and its members is certainly not conducive to good faith bargaining.

This Union is prepared to continue negotiations. I am sure that we can reach agreement upon the terms of a collective bargaining agreement, but your blatant falsehoods and erroneous allegations do not make the task any easier. It is my earnest suggestion that EMANY and its members should recognize the current facts and return to the bargaining table and negotiate in good faith in order to reach agreement upon the terms of a collective bargaining contract.

Sincerely yours,



Raymond Hernandez
President/Business Manager