

A Special Publication for Members of the Contractors' Association of Greater New York, Inc.

*AMEC Construction Management Co., Inc. • Bovis Lend Lease, LMB, Inc. • Cauldwell Wingate Company, LLC
HRH Construction LLC • Plaza Construction Corp. • Turner Construction Co., Inc. • Builders Group*

A MESSAGE FROM NEW CAGNY CHAIRMAN

JAMES ABADIE, SENIOR VICE PRESIDENT/PRINCIPAL IN CHARGE

BOVIS LEND LEASE LMB, INC.



2004 has been a landmark year for the Contractors' Association of Greater New York, Inc. (CAGNY). February 2004 marked a turning point for the unionized construction industry in New York. At this time, labor and management, including

several representatives from CAGNY, came together in South Florida for the 7th Annual Construction Industry Partnership Conference. I personally have attended several Conferences in the past; this year, however, the program had a different tone. For the first time in decades, labor and management sat down to discuss our most critical agenda item to date—our own future. Labor and management began an important dialogue—a discussion of our respective strengths and how we can remain competitive at a time when costs are rising and the non-union competition is penetrating every corner of our traditional markets.

CAGNY members participated in the historic Conference in several meaningful ways, demonstrating our strengths as leaders and our passion for the preservation of unionized construction in New York City. CAGNY members, including Susan Hayes of Cauldwell Wingate, served on program panels and Regina Armstrong, Principal of Urbanomics, Inc. presented a CAGNY-commissioned study on the economics of New York Construction.

Perhaps the most critical element of the Conference was the unity demonstrated between labor and management—

building upon successful conferences in years past to develop a fresh agenda for the preservation of unionized construction in our great City. CAGNY also hosted informal networking sessions for members and union officials to continue to develop personal relationships.

Throughout the spring and summer months, CAGNY has continued to advance its own agenda—one that includes such critical issues as the future of unionized construction, insurance reform and support of women and minority-owned contractors. CAGNY members have also launched a new branding program, to better promote our strengths and the leadership qualities that CAGNY members offer.

As you will read in this issue, CAGNY's new officers are in place and we have recently hosted our annual John A. Cavanagh Scholarship Luncheon for scholarship recipients. We are also most proud of our Superintendent Training program, developed in cooperation with Cornell University's School of Industrial and Labor Relations.

I hope that you enjoy this first issue of the CAGNY Record. This will be one of several new publications for CAGNY members.

Sincerely,

James Abadie
Chairman

20TH ANNIVERSARY ANNUAL MEETING HONORS NEW CHAIRMAN EMERITUS JOHN A. CAVANAGH

CAGNY held its 20th Anniversary Annual Meeting on March 11, 2004 at the New York Palace Hotel with over 300 guests. The program included a special video tribute to John A. Cavanagh who was named as the Association's Chairman Emeritus.

Program highlights included election of new 2004-2006 Officers and Directors to be led by new CAGNY Chairman, James Abadie of Bovis Lend Lease LMB, Inc. who previously served as the Association's Vice President. Special presentations were made by Michael Marrone of Bovis Lend Lease LMB, Inc., Michael J. Gabbay of Plaza Construction Corporation, Frank Ross, Jr. of HRH Construction LLC, Chris Hargrove of Cauldwell Wingate Company, Inc., and Mark Pulsfort of Turner Construction Co., Inc.

Newly elected 2004-2006 Officers named were: Chairman Emeritus John A. Cavanagh; Chairman James Abadie (Bovis Lend Lease LMB, Inc.); President James McKenna (Turner Construction Co., Inc.); Vice President Richard Wood (Plaza Construction Corp.); 1st Vice President Susan L. Hayes (Cauldwell Wingate Company, Inc.); Secretary Matthew Miller (AMEC Construction Management, Inc.) and Treasurer Frank Ross, Jr. (HRH Construction LLC). Directors named were: John Babieracki (AMEC Construction Management, Inc.); James Abadie (Bovis Lend Lease LMB, Inc.); Chris Hargrove (Cauldwell Wingate Company, Inc.); Michael J. Murphy (HRH Construction LLC); Michael J. Gabbay (Plaza Construction Corp.); and Mark Pulsfort (Turner Construction Co., Inc.).



The Contractors' Association of Greater New York announced its new Officers and Directors for the 2004-2006 term. Front row l-r: Mark Pulsfort, Turner Construction Co. Inc.; Milo Rivero, AMEC Construction Management, Inc.; Raymond G. McGuire, CAGNY Managing Director; James McKenna, Turner Construction Co., Inc.; James Abadie, Bovis Lend Lease, LMB, Inc.; John A. Cavanagh, CAGNY Chairman Emeritus; Frank Ross Jr., HRH Construction LLC. Back row, l-r: Michael J. Gabbay, Plaza Construction Corp.; Richard Wood, Plaza Construction Corp.; Michael J. Murphy, HRH Construction LLC; Chris Hargrove, Cauldwell Wingate Company, Inc.; Matthew Miller, AMEC Construction Management, Inc. Not Shown: Susan L. Hayes, Cauldwell Wingate Company, Inc.

CAGNY SUPERINTENDENTS COMPLETE FIRST-OF-ITS KIND TRAINING PROGRAM

CURRICULUM SERVES AS MODEL FOR FUTURE INDUSTRY TRAINING

Almost 200 superintendents from CAGNY member construction companies completed a three-day Superintendents' Training on "The Art and Strategy of Managing People On Construction Projects." This training was provided by Cornell University's School of Industrial and Labor Relations (ILR) in collaboration with CAGNY.

As the leading organization advancing the interests of high-rise construction management and general contracting firms in the Metropolitan New York area, CAGNY is committed to assisting on-site superintendents to build the skills and confidence required to complete both their every-day job responsibilities and long-term career objectives.

Together, seasoned CAGNY-member site superintendents and Cornell extension faculty designed a training program that taught superintendents how to:

- Identify and practice management skills that jobsites and careers in construction demand
- Build competence and confidence in personal skills

- Develop personal learning goals and create a path to accomplish them

The curriculum was developed through an extensive process of interviewing both senior and newer superintendents who identified the need for critical leadership competencies such as:

- Speaking effectively and persuasively to small groups and large audiences
- Preparing for and running job meetings
- Understanding the roles of union officials
- Communicating honestly and effectively
- Solving problems fairly and non-confrontationally

The training was held at Cornell/ILR's New York City offices and training center and included a mix of instructor presentations, in-class group interaction and independent work outside of class. For more information on CAGNY's superintendent training program or future programs, please contact Dawn Zanichelli, CAGNY's Executive Administrator, at (212) 838-9025.

ANNUAL JOHN A. CAVANAGH SCHOLARSHIP LUNCHEON

CAGNY held its annual John A. Cavanagh Scholarship Luncheon on June 17, 2004 at The Harvard Club of New York. The luncheon was held in honor of ten outstanding New York area high school students who will receive a CAGNY college scholarship this year.

John A. Cavanagh, for whom the Scholarship Program is named, was named Chairman Emeritus in 2004, after serving as CAGNY's Chairman since its founding in 1984. In 2001,



John A. Cavanagh and CAGNY Managing Director, Raymond G. McGuire, applaud scholarship recipients

CAGNY created the John A. Cavanagh Scholarship Program to enhance educational opportunities for children of its member companies' employees and has awarded nineteen scholarships in the past three years.

Each year, the Fund presents a scholarship award to several worthy high school seniors, six of whom this year shall be children of persons employed by one of the eligible CAGNY member firms. The scholarship covers \$3,000 per year for up to four years for each student's tuition and related expenses. CAGNY anticipates that starting with the 2005 school year, the JAC Scholarship Fund will also provide one scholarship to an economically disadvantaged student enrolled in a New York City public high school who is planning a career in construction management. This year, for the first time, several students received an Honorable Mention that also provided students with a college stipend.

The 2004 John A. Cavanagh Scholarship Recipients are as follows:

- **Brian Wu**, AMEC Construction Management, Inc. Scholarship Recipient
- **Alexandra Alicea**, AMEC Construction Management, Inc. Honorable Mention
- **Amanda DeCamp**, Bovis Lend Lease LMB, Inc. Scholarship Recipient
- **Michael Pepi**, Bovis Lend Lease LMB, Inc. Honorable Mention

- **Marissa Accardi**, Cauldwell Wingate Company, Inc. Scholarship Recipient
- **Scott Peckelis**, HRH Construction LLC Scholarship Recipient
- **Kwasi Mensah**, Plaza Construction Corp. Scholarship Recipient
- **Tyrone Branch**, Plaza Construction Corporation Honorable Mention
- **Antonio Suñe**, Turner Construction Co., Inc. Scholarship Recipient
- **David Clark**, Turner Construction Co., Inc. Honorable Mention



Kwasi Mensah (left), Plaza Construction Corp. Scholarship Recipient and Tyrone Branch, Plaza Construction Corp. Honorable Mention are congratulated by John A. Cavanagh



Antonio Suñe, Turner Construction Co., Inc. Scholarship Recipient with his parents



Brian Wu, AMEC Construction Management, Inc. Scholarship Recipient, with his parents and John A. Cavanagh



Marissa Accardi, Cauldwell Wingate Company, Inc. Scholarship Recipient with John A. Cavanagh

