

Testimony to the City Council Committee on Waterfronts

Investing in the City's Maritime Industry Workforce

By New York City Economic Development Corporation

Thursday, December 14, 2017

City Hall, 10:00 AM

Introduction

Good morning Chair Rose and Honorable Committee Members, my name is Max Taffet, Vice-President in the Ports and Transportation Department at the New York City Economic Development Corporation.

I would like to provide an overview of the importance of maritime jobs to New York City and the regional economy and discuss the opportunities and careers, as well as essential City functions that come from what is arguably NYC's greatest asset: its harbor. I will also review recent initiatives NYCEDC and others in the harbor have created to increase awareness of opportunities in the industry, and highlight key initiatives and investments underway to maintain and bolster maritime careers related to NYC's working waterfront.

New York Works: Freight NYC

In June 2017, Mayor Bill de Blasio released New York Works, a series of 25 initiatives to spur 100,000 jobs with good wages over the coming decade. The plan aims to combat economic inequality, grow the middle class and adapt to quickly-changing technology and global supply-chains. Among these initiatives 25 initiatives are creating industrial and manufacturing jobs. The City will add some 20,000 industrial and manufacturing jobs over the next 10 years, in part through an initiative called Freight NYC, to make comprehensive and strategic investments to strengthen the City's logistics and distribution systems. This will provide more New Yorkers with access to good-paying jobs.

Today, trucks carry 91 percent of goods into and out of New York City, with 80 percent of those vehicles entering from the west and traveling through key chokepoints like the George Washington Bridge and the Verrazano-Narrows Bridge. This delays and increases costs for businesses throughout the five boroughs. New York City now has the highest congestion cost of any major city (\$16.9 billion in 2016) and the second highest average time spent in traffic. FreightNYC investments will create over 4,000 good-paying direct jobs across barging, docks, rail, and distribution, and support thousands more by providing the infrastructure needed for businesses around the city to grow. The City's investments in FreightNYC will reduce the burden of these costs on local businesses and allow them to continue to grow, hire, and thrive in NYC.

NYC is at the geographic and logistical heart of the 31 county New Jersey-New York-Pennsylvania Region's port and supply chain industry. In 2016, the region's maritime facilities handled nearly 6.3 million twenty-foot equivalent containers (TEUs); 663,000 imported and exported vehicles; 47.4 million tons of bulk cargo; 140,000 tons of breakbulk cargo; and 260 cruise vessels. Across the region, more than 229,000 jobs relate directly to the maritime industry, with an additional 171,000 indirect and induced jobs supported by the maritime industry. Many of these approximately 400,000 jobs at the most basic level rely on the movement of ships beneath the Verrazano Bridge passing between the Boroughs of Staten Island and Brooklyn. Monetarily, in 2016, throughout the 31 county region, maritime activity generated \$25.7 billion dollars in personal income and \$64.8 billion in business income.

NYC Maritime Industry Background:

Waterways and the maritime industry have played a critical role in the development of civilization, and NYC is no exception. The world's major cities were all constructed and developed on waterways and rivers; sea travel and sea trade built the world we know. Historically, all transportation modes have been associated with water to transport food, goods and people. Water transport can be classified in the following primary categories: international and coastal freight (dry and liquid); international and coastal passenger (cruise vessels); local passenger (ferries); and local freight (barges for service and construction).

Locally, beyond the dependence of the NYC consumer market on maritime based supply chains, NYC residents benefit from the arrival of the oceangoing vessels as the vessels require various maritime support services or secondary services, such as, barge services to expand distribution; tug support services (including pilot support); and maintenance and repair services. A preponderance of these support firms are located along the shores of Staten Island and Brooklyn. The number and quality of local support service jobs required depends on the number of vessels, trade volume, trade growth, type of vessel and other factors arriving in the Port of NY and NJ. The local NYC maritime support service sector is adept at offering the services required by international and domestic shipping, and facilitates needed maintenance and docking operations that keep the harbor working. Without the NYC's maritime support services and their skilled employees, maritime firms would look to other US ports to import and export goods.

NYC Specific Employment Numbers:

As a sub-category of the 400,000 maritime jobs in the region, the New York City maritime industry supports 35,860 total jobs, approximately 9 percent of the total regional maritime jobs. Of these, 17,420 are direct jobs. These NYC jobs derive nearly \$3.6 billion in personal income, which is 14 percent of the regional total personal income generated by the 31 county port region, and more than \$8.4 billion in business income, roughly 13 percent of the total regional business income. In other words, NYC counties derive a disproportionate share of regional income per job compared to other counties in the 31 county region. The NYC maritime jobs are located across the harbor, ranging from Global Container Terminal New York, at Staten Island's Howland Hook to East Chester Creek in the Northern Bronx, and everywhere on the water in between.

Maritime Employment Hubs:

Though many New Yorkers may not recognize it, there are significant maritime employment hubs on waterfronts throughout the City. New York City's Waterfront Revitalization Plan, designates and maps these hubs under the title, Significant Maritime Industrial Areas (SMIAs). Examples of these significant maritime employment locations are: the Brooklyn and Manhattan Cruise Terminals; Erie and Atlantic Basins, and the Red Hook Container Terminal in Red Hook; the Sunset Park waterfront in Brooklyn including the South Brooklyn Marine Terminal; and "Tugboat Alley" on Staten Island's North Shore, where there exists one of the largest concentrations of Tug and Barge businesses on the East Coast.

Beyond these direct on water and water adjacent job hubs, there is also a vast array of maritime and port related logistics, distribution, finance, brokering, arbitrage, legal and insurance jobs that are also concentrated in NYC. In fact, in 2016, New York City saw increases in freight forwarding, distribution and insurance industry workers related to port activities. This not to mention the further maritime jobs activation undertaken through NYC Ferry, which in the last 8 months brought service to 16 landings, and will bring maritime activation to 4 additional locations in 2018. Today, some 260 mariners are employed

by Hornblower New York, the operator of NYC Ferry.

Global Ship Finance Destination:

Perhaps not surprisingly, given the city's innate water bound and coastal nature, NYC ranks the number #1 maritime finance destination of all the financial capital markets in the world. NYC is the largest and most liquid capital market when it comes to maritime shipping concerns. The local capital markets are the largest source of public and private equity capital for shipping; this affords greater valuations to companies than other global exchanges. Public listings in NYC provide shipping firms ongoing access to financing at attractive rates for the course of a company's life and NYC acts as the largest provider of public debt capital. Overall, the flexibility of NYC's capital markets to adapt financing products to emerging shipping trends has proven important to shipping companies and investors. This "white collar" maritime sector in NYC is estimated to support approximately 7,000 jobs in NYC. Not to mention the millions of jobs and global supply chain worldwide that the NYC capital market facilitates.

Maritime Education Powerhouse:

New York City's long history as a maritime education center is what feeds the pipeline of maritime jobs. Of the eight total US State and Federal higher Education institutions offering degrees and USCG-approved courses, one SUNY Maritime is located in the Bronx, and the other US Merchant Marine Academy is located just over the Queens border in Nassau County at Kings Point.

The academies receive funds from the US Department of Transportation's Maritime Administration (MARAD), and each academy has a MARAD issued training vessel. The SUNY Maritime vessel is the US Training Vessel (USTV) Empire State VI, a 565 ft 1960s era converted container ship, which homeports at Fort Schuyler in the Bronx, on the southern side of the Throggs Neck peninsula. The Merchant Marine Academy's vessel is the USTV Kings Pointer, a 176 ft former NASA rocket recovery vessel, which homeports across Western Long Island Sound at Kings Point.

The maritime academies use the MARAD vessels for at-sea training and as shore-side laboratories. When necessary MARAD activates the vessels for reasons of National importance such as natural disasters and other emergencies. Most recently, in September of this year the USTV Empire State provided emergency relief in San Juan, Puerto Rico, and Key West, Florida. Following Hurricane Sandy, MARAD ships provided emergency support berthing at Stapleton Pier in Staten Island.

Elsewhere in the harbor, other NY educational institutions also homeport vessels. Columbia University's Lamont-Doherty Earth Observatory Institute homeports the 210 ft Research Vessel Marcus G. Langseth and the Jamaica Bay Resiliency Institute (based at Brooklyn College) homeports the *CUNY 1*, a recently built 65 ft catamaran used for research in Jamaica Bay and Long Island Sound. NYCEDC supports these academic institutions and others through the DockNYC program, which provides berthing for a wide array of educational vessels. NYCEDC's DockNYC coordinates berthing logistics, community access, insurance, and vessel tours to highlight maritime career opportunities. In the past year a WWII Liberty Ship the SS John Brown and the California Maritime Academy's Golden Bear visited Manhattan piers and provided public tours. Annually, Fleet Week occurs each summer when the NYC marine facilities hosts the US Navy and accompanying public access programs.

In addition to the Maritime Academies and schools with vessels, marine education is offered at CUNY Kingsborough, Stevens Institute of Technology, the Webb Institute in Glen Cove, the Seaman's Church Institute in Newark and other centers of education. And at Brooklyn Pier 12 at the historic tanker the

Mary Whalen, which through the not-for-profit Port Side New York, provides maritime education in arts, preservation, resiliency, workforce and harbor advocacy.

But as important as the establishments of higher education and continuing education institutions are to NYC maritime industry, the secondary education institutions that inspire young NYC residents and feed them into higher education at the regions locations of higher and continuing education are especially important. New Yorkers are surrounded by water, but surprisingly few recognize it for potentially the source of a lucrative career. NYC high schools such the NYC Department of Education Career and Technical schools of Ralph McKee High School, the Harbor School on Governor's Island, and the School for Global Commerce in East Harlem are exposing students to opportunities and career pathways where students can make a career out of working in the Port of NY and NJ.

Maritime Career Awareness and Curriculum:

To expand high school students understanding and spark passions for the opportunities in the harbor, NYCEDC hosted a high school Maritime Career Awareness Fair at the Brooklyn Cruise Terminal in October 2017. The event connected more than 150 students from local high schools from around the city with two dozen organizations specializing in maritime-careers, including colleges, labor unions, ferry and excursion boat operators, major trade associations, plus the Coast Guard, FDNY, and NYPD.

Students from McKee High School, Transit Tech and South Brooklyn Community High School in Brooklyn, School for Global Commerce, and Harbor School mingled with maritime employers and saw equipment up close. For many students, visiting the Brooklyn Cruise Terminal was their first exposure to the port industry. Representatives from the International Longshoreman's Association Local 1814 and Teamsters Local 812 demonstrated heavy marine terminal equipment in the cruise terminal parking lot; and Ports America the Stevedore for Manhattan and Brooklyn Cruise Terminals gave facility tours to students. In the weeks after the Maritime Career Awareness Day, when the ILA 1814 recently had the opportunity to open up its membership list, this allowed direct outreach to schools. Similarly, UPS has held several career fairs with School for Global Commerce and Sea Farers International Union has given recruitment presentations at Staten Island and Manhattan high schools.

Leading up to the Maritime Career Awareness fair, NYCEDC provides ongoing curriculum development support at schools in Staten Island, Brooklyn, and Manhattan. In Staten Island, based on feedback from maritime firms NYCEDC, SBS, and the Chair Rose worked with McKee high school to establish a hands on electrical shop. At School for Global Commerce, NYCEDC facilitated direct connections between Career and Technical Education teachers and maritime industry through site visits and curriculum review. At the most micro-level NYCEDC has provided job shadowing and internships for high school students.

In the Coming Years

There are risks and opportunities for the region's port and maritime industry. A central risk is workforce. If the Port of NY and NJ does not continue to incubate a pipeline of qualified labor to fill the regions maritime supply-chain and passenger transportation jobs, our local economy will suffer. As baby boomers age out of the workforce and the industry grows, there is increasingly a need to fill skilled maritime jobs. Without continually re-enforcing strong pipelines from educational institutions into the maritime workforce, New Yorkers risk missing-out on good paying careers. And our region risks missing out on potential economic growth derived from port activity.

Investments

Unprecedented physical investments in port infrastructure have been underway for the past decade to maintain the Port of NY and NJ's East Coast dominance and maritime jobs. International container ships are growing, expanding on average from lengths of 900 ft a few years ago, to more than 1,100 ft today. This change allowing for increased numbers of shipping containers from 1100 TEU to 1400 TEU. The growth in length and container capacity also resulted in vessel growth in height and depth. To accommodate these greater dimensions, billions of dollars in Federal, State, and City money have been invested. The Port Authority of NY and NJ raised the roadway deck of the Bayonne Bridge to allow the new large vessels to access container ports in Staten Island and Newark. While NYCEDC was responsible for ensuring 50 feet of vessel draft beneath the Verrazano bridge by replacing and deepening the placement of the waterline between Brooklyn and Staten Island. Increasing draft above and below the shipping channel was required for the Port of NY and NJ to continue to thrive.

Similar to container ships, cruise ships are also growing. Investments in NYC's Brooklyn and Manhattan cruise terminal will occur to allow berthing of ever larger ships. The Brooklyn Cruise Terminal's new operator, Ports America, will also contribute \$15 million for additional capital improvements at the Brooklyn Cruise Terminal and \$23.5 million at Manhattan Cruise Terminal. The funds will be dedicated to improvements that increase the cruise terminals' capacity, connectivity, and efficiency, which will increase vessel calls and increase maritime employment.

Conclusion

As New York sees more activity return to its harbor, we are seeing a growth in the number of maritime jobs. Big infrastructure moves are underway as the Port of NY and NJ adapts to the latest trends in global commerce. Supply chain and consumer trends are shifting, with many new operations involve e-commerce, which has a higher employment per square foot than traditional supply chain distribution.

NYCEDC is dedicated to actively supporting the maritime industry and working with SBS Workforce One Centers to connect New Yorkers to jobs to this critical sector. In the coming weeks, you will hear more about FreightNYC and how we will manage economic growth, congestion, and employment opportunities that relate come from our port.

NYCEDC's ultimate goal is to strengthen the city's economy and provide good jobs to our residents. We look forward to working with you, our regional partners, and industry leaders to grow the business in the port.

Thank you for your attention. I would now be glad to answer any questions that you may have.

**Testimony of Louis Pernice
President, International Longshoremen's Association Local 1814**

**For the New York City Council
Committee on Waterfronts
"Investing in the City's Maritime Industry Workforce"
December 14, 2017**

Good morning. My name is Lou Pernice and I am the president of the International Longshoremen's Association (ILA) Local 1814. I would like to thank Chairperson Rose and the Waterfronts Committee for the opportunity to testify regarding the City's Maritime Industry Workforce. ILA Local 1814 represents 1,000 deep sea longshoremen, warehouse, maintenance, and repair workers in Brooklyn and Staten Island. They work at Red Hook Container Terminal (RHCT), the Brooklyn Cruise Terminal, and at Howland Hook in Staten Island. With the continuation of Red Hook (RHCT) currently being negotiated, a new agreement with the Cruise Terminal, capital investments being made, and the expected development of South Brooklyn Marine Terminal, we anticipate a growth in employment in the industry.

New York City was built on its waterfront. The commerce of our waterfront is one of the things that made New York the Empire State and New York City into the capital of the world. And while the volume of our waterfront commerce has diminished over time, it is no less important today. The importance of a working waterfront has been vital to sustaining the economic growth of our city while also providing environmental and security benefits. New container-on-barge service from New Jersey to New York diverts roughly 55,000 trucks per year from our roads. In addition, during the crisis of 9/11 and Superstorm Sandy, Red Hook (RHCT) was the first facility to open bringing in vital supplies for each recovery.

The port industry generates 165,000 direct jobs in the region, \$28 billion in business income, and over \$18 billion in personal income. These are the good middle class jobs that make up the backbone of our city and we need to make sure people are trained and have access to them. One of the keys to maintaining and growing these jobs is expanding the current levels of vocational training.

Among the challenges we face is the role the Waterfront Commission (the Commission) plays in our hiring practices. The Waterfront Commission was established in the 1950's as a regulatory agency in the Port of New York and New Jersey. Its focus was to root out corruption on the waterfront, which at one time had a purpose, but that role is no longer necessary. We commend the Commission for doing that job well and we would like to see them continue to keep corruption from coming back. But just as times have changed along the waterfront, so must the Commission.

The Commission's control over our hiring processes seemingly has no accountability. It can take up to a year for a candidate to hear back from the Commission on whether or not their application is approved; and they could be denied after waiting that year. In one case there was an individual who waited over a year just to find out he was denied a waterfront pass, without a given reason. To determine the reason, you must fill out an affidavit that must be notarized and sent to the New York Shipping Association (NYSA), who then contacts the Commission. The Shipping Association gets the information back from the Commission verbally; they don't even put it on paper.

It is our belief the Commission should be required to respond to a candidate in a reasonable amount of time notifying them of their determination. And if rejected, the Commission should also be required to provide the reason, and in writing. One of the ILA's

goals is to hire locally from our community, yet the practices of the Commission are hindering us from doing so. The New Jersey legislature recently passed a law to abolish the Waterfront Commission. This illustrates the need for reform and we ask for the City Council's support in our efforts to achieve reform on the New York State level.

The ILA recently participated in a maritime job fair organized by EDC where we talked to local high school students about the merits of employment in our waterfront industry. We considered the job fair a success and look forward to participating in more of these types of events in the future. Further, Mayor de Blasio recently recognized the freight economy as a vital component in his jobs program, "New York Works".

In conclusion, I want to thank the committee for giving us the opportunity today to discuss the vital economic activity provided by the waterfront, the employment opportunities for our local youth, and for your willingness to hear our ideas on how to improve the training and regulatory structure in order to achieve these goal. If I could be of further assistance on the matter, please feel free to reach out anytime.

Topic: Maritime Workforce Development, Dec. 14, 2017 Testimony from Stephanie Doba

Good morning Council Members, and thank you for the opportunity to talk about maritime workforce development. **I am Stephanie Doba, speaking on behalf of the Sierra Club.** The Sierra Club has more than 3.2 million members and supporters nationwide and over 80,000 members and supporters in New York state.

The topic of maritime workforce development is a timely one. As I'm sure you know, NYS is working on an Offshore Wind Master Plan that is due out by the end of this month, and it will lay the groundwork for the development of up to 2.4 gigawatts of offshore wind energy off of New York's coastline. That enough energy to power 1.25 million homes in NYC and Long Island.

The City of New York has the commitment to slash carbon emissions sector wide 80% by 2050 and has committed to sourcing 100% of its government operations from renewables by 2030.

As you might know, offshore wind farms are just getting started here in the United States. Our first wind farm just came on line this year off the coast of Block Island. The company that developed it, Deepwater Wind, is now under contract with the Long Island Power Authority to provide 90 MW of wind power to 17,000 homes on the South Fork of Long Island.

But these projects are just the beginning. Europe has been generating power from offshore wind for nearly 30 years. There are more than 3,500 wind turbines generating clean, renewable energy in ten European countries. The offshore wind industry there has invested more than 65 billion euros in offshore wind infrastructure since 2010 alone and employs about 80,000 workers in full time, high-paying jobs.

Offshore wind energy is just now coming to the U.S. and it is coming fast. A recent report released by the states of New York, Rhode Island and Massachusetts estimated that the number of U.S. jobs in wind energy could climb to over 36,000 full time equivalents annually between 2026 and 2028.

And New York is getting ready. We are waiting eagerly for the Offshore Wind Master Plan that will include valuable information to help accelerate the development of offshore wind, sited far enough off of New York's coastline so that it will be virtually invisible.

Most important, the State will soon announce how it will go about buying the wind power. This step will provide the signal to offshore wind developers that New York is "open for business" for this clean, pollution-free power that is available right where it's needed - in New York City and Long Island.

The opportunities for the maritime workforce in NYC are enormous. The region's unions recognize the potential and have been strong supporters of offshore wind energy. The Sierra Club has partnerships with the labor movement in New York, such as the Building and Construction Trades, IBEW, the Ironworkers, the AFL-CIO, Utility Workers and so many other state and local unions in NYC and Long Island. These unions have a highly skilled, trained and

ready workforce and are ready to work in New York City's and the State's clean energy economy. The city and the state should work to ensure that union training programs are supported, any additional training needs and funding be coordinated with these unions, and that renewable energy projects will provide fair labor standards and family wage jobs.

Likewise, our educational institutions like CUNY and SUNY have been gearing up to train tomorrow's offshore wind workforce. The DOE's Career and Technical Education high schools will also play an important role. They can prepare NYC's young people for skilled jobs in wind energy, such as wind turbine technician, one of the fastest growing job categories in the country today. In a previous role, I was Education Manager at The New York Times, and I was privileged to have served on the CTE Advisory Council. I have seen how effective our CTE programs can be by partnering with industry to train students in the workforce skills employer need.

I'm delighted that the Committee is holding this hearing and I encourage your engagement with the many organizations that support offshore wind development: wind developers, labor unions, environmental organizations and grassroots organizations that support clean, renewable energy.

The Sierra Club urges the City Council to work with Mayor De Blasio to move forward on the citywide Request for Proposal to power the city's Government operations with Renewable Energy. Offshore Wind must play a part in this solicitation and the city has a role to play to help support the investment in and rapid deployment of offshore wind to power our city.

Thank you.

THE TUG AND BARGE COMMITTEE
(TBC)
Port of New York and New Jersey



Testimony of Tug and Barge Committee
CAPT Eric Johansson, Executive Director
17 Battery Place, Suite 913, New York, N.Y. 10004
New York City Council Committee on Waterfronts
Oversight Hearing

RE: “Investing in the City’s Maritime Industry Workforce.”

December 14, 2017

I’m Captain Eric Johansson, Executive Director of the Tug and Barge Committee Port of NY/NJ and Professor at New York Maritime College (America’s Oldest Maritime College). A third generation mariner, I have been actively working in the Tug and Barge industry in the Port of New York for over 40 years. The Tug and Barge Committee consist of 31 tug and barge operators and 4 New York Harbor-based shipyards employing thousands of mariners and shore side support workers.

New York City is blessed to have the oldest and largest Maritime College in the United States and three High Schools focused on the Maritime Industry. A competitive Port requires a skilled workforce to maximize regional jobs and since our founding in 2007, the Tug and Barge Committee has been a leading advocate for maritime education with longstanding relationships with the McKee Career and Technical High School (Staten Island), New York Harbor School (Governors Island), Maritime College (Bronx), and recently we have begun working with the

“It is the mission of the Tug & Barge Committee to promote and represent the interests of tug boat operators and harbor carriers in local issues relevant to the tug and barge industry in the New York/New Jersey Port area and approaches” 1

THE TUG AND BARGE COMMITTEE
(TBC)
Port of New York and New Jersey



Urban Assembly School of Global Commerce (East Harlem) Skilled maritime industry workers support a complex and expanding port system that will play a significant role as higher cargo tonnage to meet the demand of projected increased population growth in the City and region. Regional and discretionary cargo growth increasingly will look to water transportation – our Marine Highways – to maximize trade and commerce while minimizing environmental impact by relieving congestion on overworked truck-clogged highways.

Our waterways have nearly unlimited capacity and for centuries have served as a vital conduit for commerce the City's economy. The Empire State and financial industry was built on the backbone of our harbor.

With so much at stake, ensuring that New Yorkers possess the requisite skills to fill jobs at all levels of the maritime industry. To realize these goals, the Tug and Barge Committee supports the following initiatives:

1. Support Maritime Activity and Skilled Training
 - a. New York Harbor School (Governors Island)
 - i. Domestic Mariner Training
 1. Seamanship - Deck and Engine Operations
 - b. McKee Vocational School (Staten Island)
 - i. Shipyard Workers
 1. Welding, Electrical Engineering, Machinist (Outside and Inside), and Maintenance
 - c. School of Global Commerce (Manhattan Island)
 - i. Office Workers
 - Supply Chain, Purchasing, and Human Resource

"It is the mission of the Tug & Barge Committee to promote and represent the interests of tug boat operators and harbor carriers in local issues relevant to the tug and barge industry in the New York/New Jersey Port area and approaches" 2

***THE TUG AND BARGE COMMITTEE
(TBC)
Port of New York and New Jersey***



- d. Maritime College (Bronx)
 - i. Undergraduate and Graduate Level
 - 1. Domestic and International Deck and Engine Officer Training
 - 2. Supply Chain Management
 - 3. Cyber Security
 - 4. Port Security
 - 5. Trade and Logistics
 - 6. Port and Terminal Operations
 - 7. Marine Insurance
 - 8. Marine Finance
 - 9. Block Chain Technology
- 2. Reactivate the Waterfront Management Advisory Board to actively promote New York's working waterfront supported by skilled maritime workers.

Respectfully,

Eric J. Johansson
Executive Director

THE TUG AND BARGE COMMITTEE
(TBC)
Port of New York and New Jersey



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CAPT Eric Johansson, Executive Director
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 - Supply Chain, Purchasing, and Human Resource

Public Testimony

New York City Council, Committee on Waterfronts

Re: Oversight - Investing in the City's Maritime Industry Workforce

December 14, 2017

Roland Lewis, President and CEO
Waterfront Alliance



The Waterfront Alliance is a non-profit civic organization and coalition of more than 1,000 community and recreational groups, educational institutions, businesses, and other stakeholders committed to restoring and revitalizing New York Harbor and the surrounding waterways. Our waterways have been revitalized with active recreation, education, and transportation, and the harbor has for centuries been a vital conduit for commerce. New York's preeminence as a business capital is a direct consequence of its position as a hub for maritime trade.

The Port of New York and New Jersey is the largest port on the eastern seaboard, supporting 400,000 jobs and more than \$64 billion in business activity, according to a 2017 report by the New York Shipping Association. This is larger than more prominent sectors such as broadcasting and entertainment, and represents an increase over the 336,600 supported in 2014 and 296,000 jobs supported in 2012. While the industry has expanded over the past generation to bring much of the region's container and terminal operations to New Jersey, many of the maritime support services, including tugs, barges, and ship repair services, which make our ports run smoothly, are located here.

The maritime sector offers good jobs that provide economic opportunity for those without higher education. According to the U.S. Census Bureau's American Community survey, the median annual wage in the waterborne transportation sector is approximately \$72,000, with more than three-fourths of those jobs accessible to New Yorkers without a bachelor's degree. Many of these jobs are open to those with high school diplomas but require apprenticeships or specialized training. Those with a postsecondary degree command even higher wages: according to PayScale, graduates of SUNY Maritime College rank first in the nation in earning power, with early career salaries over \$70,000 and mid-career salaries of \$147,000.

Employers and educators alike have noted a need for workforce development strategies to ensure the viability of New York's harbor careers. Changes in technology and industry have often led businesses to look outside the region for workers with the necessary skills. Without a qualified workforce, jobs across our waterfront will be filled by people from outside the region. The de Blasio Administration's *New York Works* plan outlines several strategies for job growth, including a "Cradle to Career" initiative linking New Yorkers to jobs in transportation, distribution, and logistics.

Several models are available, both from within the industry and from other industries, to improve mechanisms for preparing people for maritime careers. Waterfront Alliance was proud to co-organize, along with the Office of Brooklyn Borough President Eric Adams, a series of focused meetings with and feedback from educators, industry professionals, community and civic leaders, elected officials, labor leaders, and government staff, which identified several issues and produced corresponding recommendations to strengthen links between educators, government, and industry. The purpose was to develop actionable policy recommendations to build a strong pipeline so that more people—including youths, mid-career

professionals, and diverse populations—know they can have access to these good jobs, and align industry needs with education and training programs. The following is a brief summary of the issues raised and the proposed recommendations.

Improve public awareness. Careers in the maritime sector are often perceived as hidden or inaccessible to New Yorkers. There is a widespread lack of visibility for maritime careers, and educational opportunities, among both students and parents. The industry and New Yorkers would benefit greatly from more defined career placement and training pathways, including a more visible presence for educators and employers so that young people know the viability of jobs on our waterfront. This year, NYCEDC hosted industry representatives, advocates, and local high schools at the first maritime career exploration fair at the Brooklyn Cruise Terminal, connect students with businesses and maritime operators. The City should build upon this successful program as well as existing initiatives, such as Workforce1 partnerships between industry and NYCSBS, and the Port Authority's Council on Port Performance, to develop targeted campaigns to improve awareness of maritime career opportunities.

Understand existing opportunities and growth opportunities. The City should conduct a thorough, all-of-the-above review of the economic value of the entire harbor. From the work of the New York Shipping Association, we have an excellent foundational understanding of the economic impact of the region's port industry. However, we do not have a wider, more comprehensive understanding of how the harbor contributes to jobs and economic growth in other ways. The harbor does not just support captains and welders and longshore workers, but also divers, marina managers, ship repair facilities, back-office and insurance jobs, and marine scientists. Offshore wind poses an opportunity to meet critical clean energy goals. Although power generation is not expected to begin until the end of the next decade, we must position New York as the hub for significant maritime support services this growth industry will require. We should also incorporate strategies to capitalize on geopolitical trends, and capture international businesses that plan to relocate from Great Britain as it exits the European Union.

Understand skills and training needs. Employers are increasingly noting challenges associated with an aging workforce and identifying new workers with the skills to match evolving technologies in the industry. The City should conduct a thorough assessment that includes an inventory of the assets and deficits in New York's harbor-wide education and workforce ecosystem. This would include existing jobs, as referenced above, but also skills necessary for career placement and advancement, and a review of secondary and postsecondary education/training programs. That study should survey maritime and logistics employers, considering future needs and trends in addition to current needs, and consider case studies of European-model apprenticeship programs.

Provide administrative support for integrated education and training. The New York Harbor School is an incredible asset, but we need more. We should expand feeder programs, vocational training, and curriculum development across New York City high schools to produce more graduates with an interest in the field and in seeking specialized technical training. The Urban Assembly New York Harbor School has Career and Technical Education (CTE) programs in maritime fields. Programs like this should be expanded, and schools should partner with apprenticeship and internship programs to prepare their students for careers on the waterfront. Additional recommendations include:

- Develop resources for paid internships or apprenticeship programs, possibly through a cost-sharing model between educational institutions, government, and employers

- Develop resources and curriculum development for teachers to introduce youths and middle-school students to maritime experiences and careers
- Explore the need for and utility of aggregated career and technical training and office facility similar to BOCES model schools
- Utilize industry facilities for real-world exposure to young workforce to enrich classroom learning

Improve diversity in participation. Educational programs and workforce training initiatives must be representative of New York City's population, including those from historically disadvantaged communities. Programs must be designed to serve students and workers across a wide range of career trajectories, from those looking for near-term employment to those seeking further education, while allowing those who wish to work to continue to build technical skills in training programs. Additional recommendations include:

- Identify feeder school opportunities with middle schools to help make students aware of opportunities in maritime careers earlier
- Provide resources to support outreach by maritime educational institutions to ensure students represent all communities
- Provide administrative support for cross-sector cost-sharing for internships to allow those who wish to work to continue to build technical skills
- Identify tax credits or other financial incentives for local hiring initiatives

Support maritime industrial land use. We must protect land zoned for industrial waterfront and maritime uses on both private and public land as well as prevent speculation, which results in rising rents and displacement of people and jobs. The designation of six Significant Maritime and Industrial Areas (SMIAs) in 2002 reflects the City's commitment to sustaining its working waterfront. The Red Hook Container Terminal (RHCT), operating at a modest annual deficit subsidized by the Port Authority, is targeted for conversion from industrial to residential and commercial use. The City and its partners at the Port Authority must develop a plan for the future of the terminal, as well as other private maritime facilities facing pressures from land speculation, to prioritize industrial and job-intensive uses. Other examples include South Brooklyn Marine Terminal (SBMT), where the City has invested more than \$100 million in infrastructure improvements to reactivate the facility with maritime-dependent uses, and Miller's Launch on Staten Island's north shore, a multi-faceted maritime operator that must remain protected from other, non-water-dependent uses.

New York City must continue to be a world leader as a productive maritime gateway for international and regional commerce, good jobs, and environmental benefits. The City should support a multi-sector partnership to expand awareness and visibility for maritime careers among students and parents, and toward training and placement programs that build a workforce that is representative of New York's diverse population. We thank you for the opportunity to present this testimony, and welcome any questions you may have.

**Testimony before the New York City Council Committee on Waterfronts
Oversight: Investing in the City’s Maritime Industry Workforce
December 14, 2017**

Good morning. My name is Reza Fakhari, and I am the Vice President for Workforce Development at Kingsborough Community College. Thank you very much for the opportunity to testify today.

As the CUNY college by the sea, Kingsborough is deeply committed to environmental stewardship and sustainable practices. We house an engaging organic Urban Farm on campus and host a three-day, annual Eco-Festival currently in its eleventh year. Kingsborough is also the only college in New York City to offer a degree program in Maritime Technology.

Kingsborough has recently undertaken an ambitious strategic initiative to deeply engage with local industry and businesses to meet their workforce development needs and prepare the borough’s residents for growing job opportunities in Brooklyn and the greater city. These alliances have included establishing the Customer Experience Management (CXM) Academy with National Grid as the anchor partner, as well as ten other leading partners including Con Edison, Citibank, and TD Bank, in addition to establishing the Natural Gas Technician Certificate Program with National Grid.

We will soon launch our satellite presence in Liberty View Industrial Plaza in Sunset Park next to South Brooklyn Marine Terminal. This satellite presence will place us in close proximity of Industry City, Brooklyn Army Terminal and Brooklyn Navy Yard, enabling us to better assess and address the emerging workforce needs of local employers, including those of the maritime industry workforce.

Our Maritime Technology Degree Program in the Department of Tourism and Hospitality at Kingsborough has provided students the opportunity to earn an Associate in Applied Science Degree in Maritime Technology, a U.S. Coast Guard approved program. Over 30 years, it has served nearly 1800 students who have earned 225 days of sea time applicable toward a Captain’s License or U.S. Merchant Marine Officer’s License. As their training is 50% hands-on, graduates are highly sought after by both public and private employers and are typically employed as captains. Other graduates have also found employment as mates or deckhands aboard ferries, dinner boats, tugboats and private yachts, and ashore in marina management and vessel repair service and sales.¹

¹ Some of the companies our students are employed by are: Hornblower, NYC Ferry, Statue Cruises, NY Water Taxi, NY Water Ways, Shell Oil Company, Military Sealift Command, Maersk Shipping, Staten Island Ferry, FDNY, NYPD, Reinauer Towing, McCallister Towing, and NYC DEP.

The Maritime Technology Program has an active advisory panel whose members represent employers across the range of maritime industries.²

In collaboration with Workforce Development, the Maritime Technology program developed an affordable 12-day Deckhand Training program in 2016 that provided participants with the certifications needed to apply for deckhand positions with some of New York City's leading ferry and excursion fleet service companies. In addition, the Maritime Technology Program, in collaboration with Kingsborough's pioneering College Now Program, has also offered Maritime courses at New York Harbor High School (located on Governor's Island) and on-campus during the summer. The courses for the past two years have included Introduction to Maritime Technology and Coastal Piloting and Seamanship.

Kingsborough Community College and New York City College of Technology have had a longstanding history of collaboration. We are excited to partner further, combining and complementing our distinct strengths, to meet the workforce training needs of the New York City Maritime industry, including the needs of the emerging wind industry.

Thank you again for affording me an opportunity to testify before you.

² Industry Advisory Panel includes National Marine Manufacturers Association, New York Marine Manufacturers Association, NY Water Taxi, McAllister Towing, The Metropolitan Waterfront Alliance and Ocean Careers.

**City Council Testimony for
Investing in the City's Maritime Industry Workforce
City University of New York
December 14, 2017**

Good morning Councilmembers, my name is Valerie Westphal and I am the University Director of Continuing Education and Workforce Programs at CUNY. We are pleased to be here today sharing our support for programs and resources to help train and place New York residents in jobs in the maritime industry. We are joined here today by two of our strong partner institutions Kingsborough Community College and the New York City College of Technology. At CUNY we help to train and educate over 250,000 in our degree programs and another 270,000 students in continuing education and job training programs. We are proud to share recent research from Stanford University that shows that 6 CUNY schools are in the top 10 nationally of institutions that help to catapult individuals from the lowest income brackets to the middle income brackets.

New York City's unique transportation assets including our waterfronts enable New Yorkers to gain access to good jobs in the maritime sector. The CUNY Labor Market Information Service (LMIS) is a trusted partner in helping to bring to life labor market trends, skills needs, and hiring practices of employers, and we believe that there is a growing opportunity to help prepare the maritime workforce through our Colleges.

Based on open maritime-related positions that are posted online as of today, there are over 150 maritime jobs ranging from project managers, engineers, carpenters, divers, and deckhands that are available to be filled. We would welcome the opportunity to work closely with many of these employers to understand their needs and match open positions to our students and alumni. Where training does not exist to meet the needs of employers, we have a robust set of partners who are innovative and nimble and can create new training programs for our industry partners.

As the Mayor and Governor both focus on sustainability goals and increasing our focus and utilization of renewable energy resources, we want to make sure we are prepared for new jobs in the maritime sector including offshore wind farm construction, installation and maintenance. Based on a report published by the Workforce Development Institute (WDI) published earlier this year, entitled "New York State and the Jobs of Offshore Wind Energy" that articulates a need for maritime trained workers for complex projects that requires a diverse, highly skilled, and well-trained workforce. WDI's research identified an estimated 74 occupations that perform work across the phases of an offshore wind power plant. Most of these occupations are well-established in New York's

economy. Occupations such as scientists, engineers, lawyers, and sales representatives are needed during the development phase. Electricians, ironworkers, and welders construct wind farms and support the operations phase. Training and research professionals work across all phases of the project. With the appropriate policy actions and investments, New York could capture significant workforce benefits. New York's workforce includes many of the occupations required by the industry. In the interest of positioning the city as a hub for future projects, CUNY is in discussion with the offshore wind industry on creating a workforce pipeline to serve the offshore wind industry.

The US offshore wind industry is growing at a rapid pace. The first commercial offshore wind project completed construction and began operations off the coast of Rhode Island in 2016, with several more in the planning stage. This project consisted of five structures, each with foundations secured into the seabed floor, turbines with a hub height of 100 meters and blade lengths of 73.5 meters powering a total of 17,000 homes. States along the east coast from Massachusetts down to Maryland are actively moving similar projects forward in the hopes of capturing the workforce and supply chains that they would bring. New York State itself has a goal of constructing 2,400 megawatts of offshore wind, and the first project to serve New York is moving forward off the coast of Long Island. These projects are very large undertakings, with each offshore wind turbine consisting of

While offshore wind is the newest example of potential growth in the maritime technology area in NYC, we recognize that from ferry operators, to tugboat captains, to cruise ship and port operators, the maritime industry is vibrant, unique to New York City, and one that CUNY wants to continue to support.

In summary, we look forward to working with the City Council, the Administration, and maritime industry partners to help make sure we have the training and skilled workforce in place to meet the demands of the industry.

Thank you.



THE COUNCIL ON PORT PERFORMANCE WORKFORCE DEVELOPMENT IMPLEMENTATION TEAM

BACKGROUND

The Port Authority of New York and New Jersey (Port Authority) and New York Shipping Association (NYSA) created the Council on Port Performance (CPP) with the support of maritime industry stakeholders. The CPP is designed to provide oversight on the implementation of programs and initiatives that will improve productivity and service at the Port of New York and New Jersey (PONYNJ). To this end, the CPP created Implementation Teams, which focus on equipment, rail, gate operations, and customer care. The teams meet regularly to promote the collective goal of improving port operations and reliability.



The Transportation, Logistics, and Distribution (TLD) industry is supported by waterborne, dockside, and inland operations. The people who facilitate the movement of goods throughout the supply chain – from manufacturing centers all over the world to retail shelves in local communities – are indispensable to the TLD industry's strength and vitality. If not appropriately addressed, personnel shortages and a lack of qualified candidates could impact the PONYNJ's future economic growth and regional competitiveness.



This, combined with host communities expressed interest in raising awareness about port-related jobs, led the CPP to approve unanimously a proposal by the Port Authority and NYSA on September 28, 2016 which created the Workforce Development Implementation Team (WDIT).



WORKFORCE DEVELOPMENT IMPLEMENTATION TEAM



OUR MISSION

Collaborate with port community stakeholders to increase understanding of the PONYNJ's value in the supply chain to economic growth, workforce development, and long-term viability of the TLD industry to attract, train, and hire a qualified and skilled workforce.

OUR MEMBERS

Stakeholders include representatives from trade associations, planning organizations, marine terminal operators, equipment providers, trucking industry, supply chain and logistics management, warehousing and distribution centers, Beneficial Cargo Owners, academia, host communities, and additional governmental partners.

OUR TEAM MEMBERS

The Port Authority is managing the WDIT under the CPP leadership. Based on information gathered from various outreach forums, three subcommittees were formed to carry-out the WDIT's overall mission:

- **Marketing and Awareness** to inform stakeholders about the Port, TLD, and the overall workforce development effort.
- **Education and Curriculum** to inform students and educators about the port and potential career pathways in TLD.
- **Creation of a Job Bank** for existing job seekers with support staff to help with applying to and obtaining vacancies throughout the industry.

Short and long-term deliverables were created by the subcommittees. Each subcommittee is managed by a chairperson. Members of the WDIT serve on subcommittees based on interest, expertise, and networks.





FOR THE RECORD

Miller's Launch, Inc.
Pier 7 1/2, Staten Island, NY 10301
tel: 718.727.7303 fax: 718.448.6326
www.millerslaunch.com

Miller's Launch, located at Pier 7 1/2, Staten Island, NY 10301, has been providing marine support to New York and New Jersey since 1977. We started with a staff of two, and grew to a current workforce of approximately 100 people including, office staff, captains, deckhands, welders, mechanics, and apprentices. With our fleet of crew, passenger, work, supply, and launch boats, tugboats and barges, we are able to service the Staten Island Ferry, US Coast Guard, NYCDEP, fireworks vendors, Governors, Liberty and Roosevelt Islands, to name only a few.

Due to the lack of skilled local maritime personnel, many times we must hire out of state workers. It would be great if NYC was to invest in our young people to help them obtain necessary skills to provide them with a lifelong career, sense of community, and pride in serving NYC, and the rest of our country.

Over the last five years we have partnered with the NYCDOE CTE program from Ralph R. McKee CTE High School and New York Harbor School to provide students with valuable maritime industry skills and experiences that they can take into the workforce. It is our hope that the NYC Council Waterfronts Committee provides greater support to the NY Economic Development Corporation's Maritime Career Propeller initiative, to assist training and placement of New York residents into jobs in the maritime industry. Increasing partnerships with NYCDOE Career & Technical Education (CTE) High Schools and various maritime industry organizations would help reach this goal.

Miller's Launch pledges our continued support to this valuable program, and to New York's youth.

Please feel free to contact our office for a tour of this program in action.

Glen Miller
President



MILLER'S LAUNCH, INC.
Pier 7 1/2
Staten Island, NY 10301

Phone: 718-727-7303
Fax: 718-448-6326
Cell: 347-558-0218
E-mail: terry@millerslaunch.com
www.millerslaunch.com

Terry DeMeo
General Manager of Towing Operations

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(PLEASE PRINT)

Name: Stephen Lyman

Address: 118 Export St Newark, NJ 07114

I represent: Workforce Development Implementation Team

Address: _____

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Name: Stephen Colavito

Address: _____

I represent: GRANT ASSOC. GRANT CTE Industry Solutions

Address: 1250 BROADWAY

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Name: Valerie Westphal

Address: 475 Washington Ave Bklyn, NY

I represent: CUMY

Address: 16 Court St Bklyn, NY

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Name: J.P.V. ADLER

Address: 241 W 97th St NYC

I represent: Store Walkers

Address: NYC

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Name: CAPT. JONATHAN BOULWANE

Address: _____

I represent: SOUTH STREET SEAPORT MUSEUM

Address: _____

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Name: Peter MALINOWSKI

Address: _____

I represent: BILLION OYSTER PROJECT

Address: _____

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Name: ARON SINGH

Address: 11 10th Ave Pl #2

I represent: NY Harbor School

Address: 10, South St, Slip 7

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I represent: SHOREWALKERS

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Name: Stephanie Doba

Address: 614 10 St Brooklyn NY 11215

I represent: Sierra Club

Address: _____

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Name: Roland Lewis

Address: 470 E. 78 St. Apt 2A

I represent: Waterfront Alliance

Address: 217 Water St M M

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Address: 171 WEST 79 MANHATTAN

I represent: _____

Address: _____

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Name: Dr. Carol Sonnenblich

Address: 46 Parkview Place SI ny

I represent: CUNY - nycedped Technology

Address: 300 Jay St Brooklyn, NY

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Name: Lou Perrice

Address: _____

I represent: FLA - Local 1817

Address: 70 20th Street Brooklyn NY

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Name: MAX TAFFET

Address: 110 William St NY NY

I represent: NYCEDC

Address: 95 East 18th St Brooklyn NY

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Name: REZA FAKHARI

Address: 51 DUFFIELD ST. BKLYN, NY

I represent: KINGSBOROUGH Community College

Address: 200 ORIENTAL BLVD
BKLYN NY 11235

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Name: Andrew Benn

Address: 110 William St NY NY

I represent: NYCEDC

Address: 110 William St

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(PLEASE PRINT)

Name: Eric Johansson

Address: Tug Barge Committee

I represent: _____

Address: 1

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: EDWARD J. KELLY

Address: 17 BATTERY PLACE NYC NY 10004

I represent: Maritime Association of the Port of NY/NJ

Address: 17 BATTERY PL. NYC

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