

EMANY

ELEVATOR MANUFACTURERS' ASSOCIATION OF NEW YORK, INC.
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VIA FAX 718-767-6730

March 24, 2005

Ray Hernandez, President
Local 1, IUEC
47-24 27th Street
Long Island City, NY 11101

Dear Ray:

I want to confirm the conversation that you and I had yesterday, March 23rd.

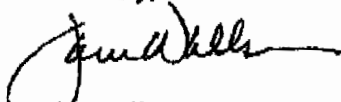
I assure you that the EMANY companies want to return to the bargaining table and resume negotiations, if only to hear that your position on our key issues remains unchanged. I want to reemphasize that EMANY wants to negotiate a contract that is fair to our employees, our customers and permits the EMANY employers an opportunity to operate profitably.

However, as I advised you, we cannot have effective negotiations while threats, intimidation, sabotage and violence are condoned and/or promoted by Local 1 on its website and otherwise. Very simply, it creates an atmosphere that is not conducive to good faith bargaining and the spirit of compromise it requires. That is why I have repeatedly asked you to exercise the control that we both know you have over this situation.

You again advised me that you do not condone these activities and you denied any knowledge of unlawful acts by Local 1's members, adding that prior to contract expiration you had instructed your stewards to calm things down. You acknowledged only that you encourage your members to picket and to "go out there and take work from non-signatories" to the Union's collective bargaining agreement. I will not question your representation to me that you do not condone this activity and have no first hand knowledge of any threats, intimidation, sabotage or violence. However, you have

demonstrated in the past an ability to influence your members actions. I strongly urge you to use your influence now. Disavow this conduct and get the word out that illegal acts are not productive and must stop immediately.

Sincerely,



Jim Walker