

Q4 Newsletter
Happy New Year!



TABLE OF CONTENTS

Orsid 2021 Recap	2
Reducing Energy Bills and Carbon Footprint	4
Uncommon Solutions	5
Legislative Update	6
Orsid Anniversaries	8
Welcome to Orsid	9

ORSID 2021 RECAP



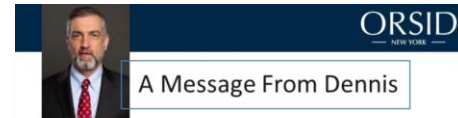
2021 has been a year of growth for Orsid New York! We've grown in size, welcoming many new buildings, members of the Orsid staff, and we embarked on an exciting journey to improve how we operate as a company. Our goal is to ensure that we're providing the service we've always promised to our clients regardless of growth and remain a leader in the industry, while preparing our operation for long term success. For our final edition of the 2021 Orsid Digest, we're sharing helpful information for Boards to consider and highlights of our accomplishments over the last 12 months.

We hope you've enjoyed our newsletters and we look forward to bringing you fresh content in 2022!

Thank you to our Boards for their ongoing trust and partnership. We wish you a happy and healthy holiday season and new year!

One of our goals was to strategically upgrade our external communication and marketing materials to help us modernize the Orsid voice and approach to getting information to Board Members. Here are a few examples of that:

- Consistent, informative and electronic Client Memos
- A brand-new transition package when welcoming new buildings to the Orsid family
- The Orsid Digest, our quarterly newsletter
- Hosting regular webinars featuring external business partners to keep our clients informed



June 14, 2021

Dear Clients,

While it has been a very tough 16 months since the beginning of the pandemic, we believe that we are almost through it all and can begin to get back to a new sense of normalcy. As we are sure many of you have heard by now, today Governor Andrew Cuomo announced that 70 percent of New Yorkers aged 18 or older have received the first dose of their COVID-19 vaccination series and as a result, most of the applicable COVID-19 restrictions have been lifted. This includes the required screening of employees, vendors and contractors coming into your buildings as well as social distancing, signage and disinfection requirements for common areas, including gyms. Restrictions remain in effect for certain large-scale events, schools and hospitals. Please note, unvaccinated individuals are still responsible for maintaining social distancing of six feet and wearing a mask in confined common areas of buildings. While we are all very anxious to throw away remaining caution to reasonable precautions in place above the all residents and staff must continue to wear a mask in common areas of buildings protect their remaining vulnerable

mic in countless ways, whether it be by the experienced. Through our partnership, and is of the buildings we manage, we thank you. Thank you for putting trust in Orsid during the trying times of the pandemic. We appreciate and look forward to serving you in



The Greystone Condominium
Transition
March

Greetings and welcome to the inaugural issue of *The Orsid Digest*, an innovative quarterly newsletter for our clients.

Dear Clients,

I am very excited to introduce *The Orsid Digest*. The purpose of this newsletter is to inform, update, question, and invite reader feedback. It has been a beyond challenging year, but we are beginning to see some light at the end of the tunnel. I am proud of what we have accomplished together, and we look forward to serving you, your residents and



ings encompasses all five concentration being in buildings has its own unique injected by the overriding of residents, and increasing

65 years of business. With g exemplary services, I am issued success and growth. Annuity held Management that way. Remaining an quickly adapt to changing and needs.

is, our clients, by offering anication. We look forward to sharing

TABLE OF CONTENTS	
COVID-19 Update	2
Legislative Update	3
Advances in Technology	4
Uncommon Solutions	5
Welcome to Orsid	6

Edition One 2021



Join Eric McPhee, Orsid New York's Executive Vice President and Director of Risk Management, as he walks us through the state of the casualty insurance markets and its impact on residential real estate in New York. He will also discuss the Orsid Risk Management Program in general and what is being done to minimize the impact of market conditions on our portfolio.

[Click Here to Register](#)

After registering, you will receive a confirmation email containing information about joining the webinar.

ORSID 2021 RECAP CONTINUED...

As part of our goal to enhance the client experience, we implemented different Orsid task forces to confront some of the toughest challenges in our lifetime, the COVID-19 pandemic. We asked for volunteers and more than a dozen employees stepped forward to the challenge. By thinking creatively, strategically and beyond the day-to-day monotony of normal management of buildings, the COVID Task Force continues to navigate us all through these very trying times. The great work of this group has led to the recognition of our company by our clients, industry professionals, and our peers in the property management industry.

When the vaccine was released, and your building's staff were deemed eligible, we made it our mission to get shots into as many arms as possible. We partnered with B'nai Jeshurun Synagogue and Neil Davidowitz's niece, Leah Silver, to set up an appointment concierge task force to assist our buildings and Orsid staff and their families with securing vaccine appointments at a time when they were extremely hard to come by.

On behalf of Neil, and the entire Executive Team, we thank the COVID Task Force team members, Leah and B'nai Jeshrun Synagogue for their particularly hard work and for stepping up in extraordinary times! The work done by these Task Forces is a successful model that we will emulate in the coming months and years.

[Click here to view Orsid featured in the NY Times](#)

As mentioned earlier, we set out this year to prepare for Orsid's long term success. We created a Strategic Leadership Team (SLT) to dive deep into our business operations, build upon our already strong foundation, develop internal talent and create solutions for our clients and team. The feedback from our clients and our team is a key component in how this group develops strategy.

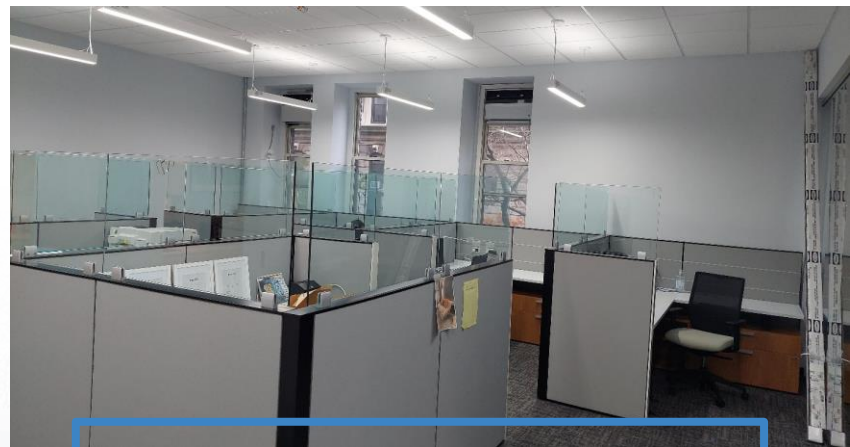
One of the SLT's first assignments was to revamp our weekly Manager's Meeting where crucial information is circulated to Account Executives, Administrative Assistants and Controllers; whether it be a pressing compliance issue, or preparations for Annual Meetings. The purpose is to not only disseminate the information intelligently throughout Orsid, but how best to serve our clients with this material and how to implement the action items productively and efficiently. We have come away with a new format that we expect to be more beneficial and efficient for the Orsid team and our clients.

The SLT also created a comprehensive plan to increase our presence online to share information with our Boards and the public using a variety of multimedia tools, some of which you've already seen. However, we encourage you to follow and/or subscribe to these pages so you can stay up to date on all things Orsid!

→ [Click here to visit our YouTube page](#)

→ [Click here to visit our Instagram page](#)

→ [Click here to visit our LinkedIn page](#)



Last, but certainly not least, we're excited to publicly announce a new expansion our offices. We've built a satellite office at 310 Riverside Drive. This space provides another convenient location for our staff to work while servicing our many Upper West Side properties.



Reducing our Carbon Footprint



heating usage for the entire tax block. On average, 50% of the energy that a multifamily building uses flows through core building equipment (elevators, pumps, amenities, boiler plant, hallway cooling, exhaust fans) and half of the energy usage is in the apartments (appliances, air conditioning, lights etc.). Logical Buildings is the only company with technology that caters to both resident managers and residents to address the entire block and lot energy usage. Proposals for these services have been created for every Orsid Board to consider in the coming weeks and months.

For the Resident Manager and Common Area Space/Equipment, Logical Buildings proposes to install “SmartKit AI”, a real-time energy management and smart building platform consisting of energy meters, sensors and thermostats. As part of the services, Resident Managers will all be trained to use real-time data (such as electricity, gas, water usage, domestic hot water supply/return temps, indoor air quality) to reduce building energy usage, energy costs and carbon emissions. This can also lead to significant building revenue from Con Edison for reducing energy usage at peak demand times. The sensors can also be used to expedite response times to building system faults.

As part of Logical Buildings platform, residents are invited to download the “GridRewards” app for free, connect their Con Edison accounts, and receive alerts notifying them when GridRewards events occur (typically only 20 hours a year). Residents can track their hourly energy usage and earn cash back for reducing energy usage during GridRewards events (and further reduce the buildings overall carbon emissions). Residents in apartments can earn up to \$400 per year of GridRewards while at the same time reducing electric bills and the building’s carbon footprint.

Your Orsid Account Executive will be submitting the Logical Buildings proposals to your Board for consideration in the coming weeks and months. If you are interested learning more now, please ask your Account Executive for the proposal and a representative from Logical Buildings will be happy to review it with you and answer any questions you may have.

Orsid Energy LLC is the energy arm of Orsid New York, that was created in 2013 in order to leverage the size of our company in order to save money for our buildings on energy bills. With the passing of the Climate Mobilization Act (CMA) emission caps in 2024 and 2030, it is even more important that we do everything we can to help our buildings not only reduce energy bills but also help reduce carbon emissions and potential CMA penalties that are beginning in 2025 and beyond. For these reasons we are happy to announce a new partnership with Logical Buildings. Logical Buildings is the leading energy management technology provider for multifamily buildings in NYC. They offer energy efficiency technology and solutions that cater to the entire property, including the resident manager, commercial tenants and residents. These technologies can be used to help both Boards and building residents reduce carbon emissions, electric bills and even earn cash rebates for using less energy at peak demand hours! Multifamily building’s energy letter grade and carbon emissions are calculated based on the electricity and



Hoarders – What can a building do?

Hoarding is the persistent need to save items whether they have worth or not.... it happens in all buildings. Whether a coop, condominium or rental property, we all know a neighbor, or have heard a story about an apartment packed from floor to ceiling with clutter. While some may think this is just an innocent accumulation of personal belongings, it is unsanitary and can lead to vermin and bug infestation of the subject unit and neighboring units, given that all that clutter prevents the place from being cleaned regularly and creates favorable conditions for rodents or other pest to occupy. It can also be a serious fire hazard. Lastly, the condition may create smells and become a nuisance to other residents. Hope is not lost, however and it should be known that there are options to coops and condominium which can be undertaken, but they require careful collaboration between the Board, Managing Agent and the Resident Manager.

Most people would say that a hoarder is in violation of the condominium or coop's governing documents, therefore the building should pursue legal action. While legal action is certainly a step that can and should be undertaken, it takes a long time, as judges are generally reluctant to evict a tenant, owner, or tenant-shareholder for hoarding, especially now during the COVID era. As the court system is backed up, cases are taking too long to be heard and any action that is ruled by a judge will take months, if not years, to enforce.

So, what is a building to do? Well, legal options aside, in thinking outside of the box, that leaves the more practical approach involving a collaborative effort in which management will get intricately involved in attempting to clean up the unit. This may involve ordering a cleaning service or movers on behalf of the resident. In the case of an elderly hoarder, Adult Protective Services (APS) can be contacted and they typically get involved quickly when the health or safety of a senior citizen comes into question. APS has been known to help facilitate the clean out of an apartment, where the senior citizen was simply unable to handle it themselves. APS will also schedule routine follow-up visits to make sure the condition stabilizes and that the hoarding activity does not resume.

Good management is also an integral part of this process. In many instances, a meeting with the building manager will prompt the hoarder to begin to clean up. While it sometimes takes several conversations, it has been shown to work in some cases. Board Members and Resident Managers, who at times have taken the lead in speaking to hoarding tenants, have also been able to help improve the situation by getting the hoarder to get organized or accepting help from the building, in order to get them to clean up.

While there is no set answer in dealing with owners or tenants who are hoarders, a collaborative approach, in addition to legal action, has proven to work. It's important for residents to report hoarders when they become known, so that the matter can be addressed promptly and before it gets out of hand. Together we can make a difference!



Legislative Updates

NYC Cooperative and Condominium Tax Abatement Prevailing Wage Requirement

As per the previous editions of this column, beginning with the 2022-2023 tax year, in order to continue receiving the NYC Cooperative and Condominium Tax Abatement, it is necessary to certify that all building service employees who are regularly employed at a building for at least eight hours per week will receive the “applicable prevailing wage for the duration of such property’s tax abatement.” As prevailing wage rates are set by the NYC Comptroller’s office at or about the same rates of Local 32BJ SEIU rates, we do not know precisely how much buildings will have to pay their non-union staff for base wages and supplemental benefit rates until a new collective bargaining agreement is negotiated after the expiration of the current contract due to expire April 21, 2022. For all affected buildings managed by Orsid, we have estimated these costs as part of the 2022 budgets. We will continue to seek further guidance from both the NYC Department of Finance and Comptroller’s Office.

Exemption for Cooperatives from the Housing Stability and Tenant Protection Act of 2019

On December 22, 2021 [Senate Bill 5105C](#) was signed by Governor Hochul exempting Cooperatives (Coops) from some of the most onerous portions of the HSTPA. Coops can now take escrows of more than a month of maintenance from prospective purchasers. Late fee provisions in Proprietary Leases are now enforceable for up to 8% instead of the previous \$50 cap under the HSTPA. Attorney’s fee provisions are enforceable in summary proceedings and many application fees that were impermissible under the HSTPA can be collected from Coop Shareholders. We advise all Cooperative Boards to check with legal counsel on how the new law affects their policies specifically.

Federal and Local Vaccine Mandates

In September, President Biden announced that he would direct the Department of Labor (DOL) to require all businesses with 100 or more employees to mandate that their workers are either fully vaccinated against COVID-19 or undergo weekly testing and wear masks in the workplace. A Vaccination and Testing

Emergency Temporary Standard (ETS) was issued by the DOL in November which was to take effect January 4, 2022 but was temporarily stayed by federal court order. The stay was removed by the Sixth Circuit US Court of Appeals as of December 17, 2021. To provide time for compliance the DOL has indicated that it will not issue citations for non-compliance before January 10, 2022.

Meanwhile earlier this month in NYC, outgoing Mayor DiBlasio announced what appears to be the first state or city vaccine mandate in the US that applies to all private-sector workers. The mandate requires employees of all private businesses be vaccinated by Dec. 27, 2021 without any exceptions for regular testing in lieu of getting vaccinated. The only exceptions are for employer approved reasonable accommodations for medical or religious reasons. We have been implementing the mandate for all covered workplaces in our residential buildings and guiding our Boards through the required interactive process for any requested religious or medical accommodations.

[A1237](#) – Remote Proceedings for Coops; proposed Condo statute too

In the last newsletter, we discussed whether remote meetings will continue beyond 2021 for Cooperative Annual Meetings. The Governor signed Assembly bill 1237 into law in November amending the Business Corporation Law (BCL) to allow Boards discretion to hold Annual Shareholder Meetings solely by means of electronic communication going forward. Many of our Boards and shareholders have found the online format that we have promulgated over the past year to be superior than in person meetings where there can be cross talk and interruptions. While many attorneys in the NYC Real Estate bar and courts analogize procedures for Condos to the BCL, a similar bill ([S7378](#)) that would specifically address Condominiums is being considered in Albany. We are tracking this legislation and will advise if it is passed.

[Intro 2259](#) – Extension of Effective Date of LL152-2016

The NYC Council extended the December 31, 2021 deadline for Local Law 152 gas systems inspection for buildings in community districts 2, 5, 7, 13, and 18 in all boroughs. The new deadline for these buildings to file proof of their passed inspections is now June 30, 2022.



Legislative Updates

Intro 2377 – Extending Scope of Gas Pipe Inspections

This bill to extend the scope of LL152 gas inspections into apartments and up to and including gas fixtures in residences was not voted on during the 2021 City Council. However, we anticipate the discussion to continue in 2022.

Int. 2047 – To Prohibit housing discrimination on the basis of arrest or criminal record.

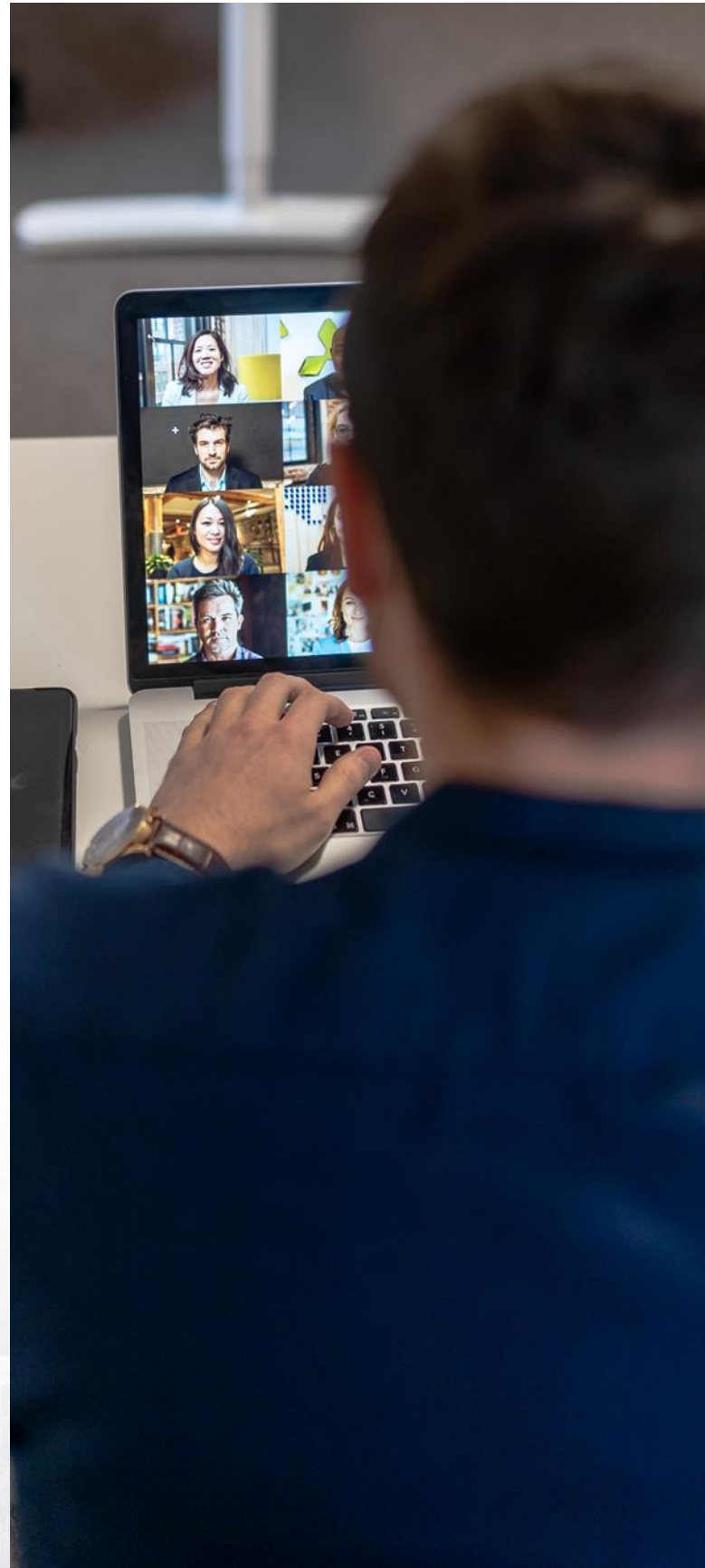
This bill did not come for a vote on the last day of the City Council meetings on December 15th after groundswell of opposition against the bill over the two prior weeks. We thank our Boards and residents that reached out to Council Members to prevent bill from becoming law. While we anticipate the discussion will continue in 2022, we believe a much more reasonable bill to inhibit discrimination can be passed without jeopardizing the safety of multi-family building residents.

Homeowner Assistance Fund

Earlier this month Governor Hochul announced The Homeowner Assistance Fund (NYS HAF), with an initial \$539 million intended to aid eligible homeowners affected by COVID, including residents of co-ops and condominiums, who are delinquent and/or in default of their mortgages, maintenance, or common charges. Applications will be accepted beginning January 3, 2022, and will be processed in the order they will be received.

Intro 2317-2021 – Prohibiting Gas in New Construction Buildings

On December 15th the City Council passed this bill which will effectively prohibit the consumption of fossil fuels in new construction over seven stories after July 1, 2027 and buildings less than 7 stories beginning January 1, 2024. The law further requires the Mayor’s Office of Long-Term Planning and Sustainability to conduct two studies: (1) a study regarding the use of heat pump technology; and (2) a study of the impact of this bill on the City’s electrical grid.



Orsid Anniversaries

We would like to take a moment to congratulate the following Orsid employees for reaching incredible career milestones with the company. We would not be where we are today without your contributions!

20+ YEARS

Frank Pompea, *Vice President (29 years)*
 Laura Krasner, *Executive Vice President (23 years)*
 Dennis DePaola, *EVP & Director of Compliance (23 years)*
 Maya Kurayeva, *Accounting (23 years)*
 Hugh Zanger, *Rental Portfolio Director (22 years)*
 Edward Zamora, *Office Manager (22 years)*
 Anita Sehvani, *Closing & Transfer Manager (22 years)*

We asked Andre and Despina what was special to them about Orsid, they said:

Despina Leandrou, *Vice President (21 years)*

"All employees are seen as people, the individuality of working styles is celebrated and helps us drive performance and success for our clients."

Andre Kaplan, *CFO (20 years)*

"Our founders and leaders, and what they did for me as an immigrant moving to the US and starting my family's American story. The immigrant story is at the core of the Etingin/Davidowitz family culture as well as the Orsid culture."



15+ YEARS

Grazyna Cyprys, *Administrative Assistant (18 years)*
 Joe Dodaj, *VP & Chief Controller (18 years)*
 Don Skupinsky, *Senior Vice President (18 years)*
 Majlinda Brahimaj, *Accounting (17 years)*
 Eric McPhee, *EVP & Dir. Of Risk Management (16 years)*
 Donika Dodaj, *Closing & Transfer Director (16 years)*
 Dennis Nagel, *Account Executive (16 years)*
 Eileen Aluska, *Vice President (15 years)*
 Aleke Radoncic, *Vice President (15 years)*
 Marte Shabaku, *Accounting (15 years)*



10+ YEARS

Marie Caka, *Accounting (14 years)*
 Robert Mellman, *Senior Portfolio Director (13 years)*
 Andrea Doyle, *Alterations Coordinator (12 years)*
 Pasquale Bettino, *Account Executive (12 years)*
 Mary Mariano, *Senior Account Executive (11 years)*
 Jasmina Martinovic, *Office Manager (10 years)*
 Naro Dzidzovic, *Senior Account Executive (10 years)*
 John Devall, *Vice President (10 years)*
 Ben Hawkins, *Vice President/Controller (10 years)*
 Fatime Lleshaj, *Accounting (10 years)*



Welcome to Orsid

We have welcomed the following buildings to the Orsid Family:

8-10 Grand Ave Owner LLC

8-10 Grand Ave
Brooklyn, NY 10033

170 West End Avenue Owners Corp. 170 West End Avenue Condominium

170 West End Avenue
New York, NY 10023

70 East 96th Street Owners Corp.

70 East 96th Street
New York, NY 10128

310 Apartment Corporation

310 West 106th Street
New York, NY 10025

The Palace Condominium

200 East 69th Street
205 East 69th Street
New York, NY 10021

Northern Lights Condominium

148-09 Northern Boulevard
Flushing, NY 11354

In Q4 2021, we have welcomed the following new associates to the Orsid family:

Deborah Segal, *Account Executive*

Dorel Saraci, *Accounting Staff*

Dafina Avdiu, *Account Executive*

Mary Lawson, *Alterations Coordinator*

Thank you to the writers of The Orsid Digest

Chelsea Shapiro
Robbie Janowitz
Dennis DePaola

Eric Gonchar
Cosmin Ardeljan
TJ Russo



The Orsid Digest is intended for the Board Members of those buildings managed by Orsid New York. If you would like a copy distributed to your residents, please inform your Account Executive. While every effort is made to achieve accuracy in the information contained in this publication, it is not intended as advice for any specific property. Orsid New York shall not be liable for damages resulting from the use of information contained herein. Please consult with your property manager or the appropriate professionals to address concerns specific to your building.

© Orsid Realty Corp 2021. No material in this newsletter can be used without the express written consent of Orsid Realty Corp.

