DOI'S EXAMINATION OF IMPROPER DISPOSAL OF SCRAP METAL AND ENVIRONMENTALLY HAZARDOUS MATERIALS BY NEW YORK CITY SANITATION WORKERS

JUNE 2007

New York City Department of Investigation
Commissioner
Rose Gill Hearn

TABLE OF CONTENTS

Page

Origin of Investigation..... 1

Background..... 1
The Recycling Contract..... 1
Recycling Collection Rules & Regulations..... 1
Environmental Implications of
Improper Collection of Metal Goods..... 2

Summary of Investigation..... 2

Conclusions..... 5

Recommendations..... 5

Attachments

CFC Removal Process Photos
1a. Licensed Sanitation Worker removing CFC from a refrigerator.
1b. Orange tags indicate CFC has been removed from air conditioners and the appliance is safe for recycling.

DOI Surveillance Photos
2a. Two on-duty Sanitation Workers entering Pine Scrap Metal, Inc.
2b. Sanitation Worker enters Pine Scrap Metal carrying recyclable material.
2c. Sanitation Worker wheels scrap metal removed from collection truck into Pine Scrap Metal.
2d. Sanitation Worker exits Pine Scrap Metal with receipt in hand.
2e. DSNY household refuse collection truck used to improperly collect an air conditioner and store it in its paper rack.

3. Sanitation Worker dismantling an air conditioner.

4. CFC Collection Chart – Pieces Not on Location FY 2005 – FY 2007

5a. DSNY Teletype – March 2, 2007
5b. DSNY Teletype – April 5, 2007
5c. DSNY Teletype – April 14 and 16, 2007
5d. DSNY Teletype – May 24 and 25, 2007
5e. DSNY Teletype – June 26, 2007

6a. DSNY Employees Identified in Misconduct
6b. DSNY Code of Conduct (2 pages.)

ORIGIN OF INVESTIGATION

In September 2006, the New York City Department of Sanitation (DSNY) forwarded an allegation to the Department of Investigation (DOI) that Sanitation Workers (SWs) were improperly selling scrap metal, a valuable recyclable, collected on their daily routes to Pine Scrap Metal, Inc., located on Laurel Hill Blvd. in Queens, and pocketing the money. According to the allegation, the SWs allegedly sold the scrap metal on duty while using their assigned Sanitation collection trucks.

BACKGROUND

The Recycling Contract

The City collects household refuse from residential households, public schools, public buildings, and many large institutions in New York City. The City is also required to collect certain defined recyclables, which are collected separately from the ordinary household refuse. In order to dispose of certain of those recyclables collected, DSNY entered into a contract on April 1, 2004 with Sims Hugo Neu East (SHN), located on Greenpoint Avenue in Long Island City, to accept metal, glass and plastic (MGP) collected by SWs on their assigned recycling routes. As part of the contract, DSNY pays SHN to accept, separate and process the MGP for resale. According to DSNY officials, the most valuable of the recyclables is scrap metal due to its resale value in a secondary market. According to DSNY officials, the City pays for this service because the MGP is co-mingled and the City does not have a facility to separate or process the MGP, nor the personnel to market it. In the 1980s, the City tried to process its own MGP without success. The City built a metal recovery facility in Harlem, but it was considered too costly to operate and it was later closed. As a result, the City began to contract out the MGP processing to various companies and eventually contracted with SHN, which will end on March 31, 2009. The maximum amount of the contract is $134,671,857 for the life of the contract. DSNY has paid SHN $35,254,258 from the City's fiscal year (FY) 2005 to the third quarter of FY 2007 for MGP processing. The City has no contracts with Pine Scrap Metal.

Recycling Collection Rules & Regulations

Every building in New York City is required by law to recycle, including every residence, City agency, school, institution and business. Recycling refers to the collection and reprocessing of waste materials into new products. According to the DSNY, the City's recycling program, which started in November 1986, is an integral part of DSNY's overall operation. DSNY's recycling collection operation consists of several programs that include curbside collection, containerized collection, and chlorofluorocarbon (CFC) recovery, among others.

The curbside and containerized recycling programs involve the collection of two separate groups of recyclables. The first group of recyclables include

metal appliances such as air conditioners and refrigerators, and other household items that are substantially metal. [1]

SWs receive training on the proper rules and regulations for household refuse collection from the DSNY Safety and Training Unit. SWs who collect household refuse are instructed that they are *not* authorized to collect items included in the City's recycling program, such as metal appliances and scrap metal, among other things. The SWs who do pick up metal appliances and scrap metal are trained and instructed to drop off those recyclables to SHN, the City's authorized recycling contractor.

Environmental Implications of Improper Collection of Metal Goods

In 1999, DSNY developed the CFC Removal Program in compliance with the federal Clean Air Act, which mandates the safe removal of certain hazardous gas substances from appliances such as air conditioners, refrigerators, freezers, and water coolers. Freon is one of the CFC gases that has been determined to be harmful to the earth's ozone layer. DSNY has specially trained and licensed SWs who are experienced in the safe removal of the CFC gases from appliances. New York City residents are required to either call 311 or contact DSNY directly through their website to request an appointment with the CFC Removal Program before discarding appliances containing CFC gas substances. A CFC SW then comes and extracts the hazardous gas substances using a suctioning device that transfers the material into a receptacle. The CFC SW then tags the appliance with a special bright, orange sticker and markings that certify the appliance is CFC free and ready to be picked up as a metal recyclable by other SWs assigned to that task. SWs assigned to collect household refuse are not authorized to collect these tagged appliances. Tagged appliances are collected on the next recycling collection day by DSNY MPG recycling collection trucks. (See Photos of CFC Removal Process attached as exhibits 1a-b).

SUMMARY OF INVESTIGATION

Upon receiving the allegation regarding the improper sale of scrap metal by SWs, DOI investigators, with the assistance of New York City Police Department Detectives assigned to DOI, initiated surveillance of SWs on their routes and at the Pine Scrap Metal premises. Between October 2, 2006 and June 1, 2007, investigators observed a total of 57 SWs commit multiple violations including improperly collecting and selling scrap metal at Pine Scrap Metal; breaking up discarded air conditioners that had not been certified as safe to collect pursuant to the CFC protocols; and collecting trade waste. DOI investigators videotaped the 57 SWs engaged in misconduct. With the assistance of the NYPD, the investigation included the installation of a camera

[1] The second group of recyclables, which are not relevant to this investigation, consist of mixed-paper, corrugated cardboard, magazines, catalogues, newspapers, cartons and all other household paper items.

outside the Pine Scrap Metal premises. (See several examples of DOI surveillance photos featuring Sanitation Workers attached as exhibits 2a-e).

During one surveillance, investigators observed three Sanitation collection trucks pull into Pine Scrap Metal within a 12-minute span and the SWs unloading scrap metal from the truck and selling it therein. On two other occasions, DOI observed two Sanitation collection trucks lined up in front of Pine Scrap Metal, where the two SWs proceeded to unload scrap metal from the truck and sell it to the people at Pine Scrap Metal. In all instances, the SWs were on duty and, in the vast majority of instances, they drove their assigned Sanitation collection trucks directly to Pine Scrap Metal to sell and profit from the scrap metal they collected.

Many of the SWs were observed exiting Pine Scrap Metal either counting cash or holding a yellow receipt after selling the scrap metal. In an effort to determine what information the yellow receipt contained, a DOI undercover investigator sold a bag of scrap metal weighing approximately 30 pounds to Pine Scrap Metal. The undercover was paid $17.90 for the metal and given a yellow receipt for the transaction. The receipt only listed the $17.90 amount of the transaction. While the undercover investigator made his transaction at Pine Scrap Metal, he observed two additional SWs selling scrap metal therein.

During another surveillance, DOI investigators observed a SW repeatedly smash an improperly collected air conditioner (not containing the orange CFC tag), by moving the compactor arm on his Sanitation truck up and down until the air conditioner was broken apart. The SW performed this act while the Sanitation truck was parked on a City street. Once the air conditioner was smashed apart, the SW reached in to pull out the metal coil which released the hazardous CFC gas, which was visible on the video surveillance tape. The SW then placed the metal coil from the air conditioner into the side compartment of the collection truck, known as a paper rack. The SW and his partner drove the collection truck back to his district garage where the SW removed the metal coil from the paper rack of the truck and placed it into his personal vehicle. DOI investigators followed the SW driving his personal vehicle to Pine Scrap Metal where the SW sold the metal coil. There is a secondary market for those metal coils. (See photo of SW smashing air conditioner as attached as exhibit 3.)

DOI also obtained from DSNY a DSNY document titled "CFC Collection - Pieces Not on Location" The document indicates that while people were duly calling DSNY for the removal of appliances containing CFC gases such as air conditioners, many of those air conditioners and appliances were missing by the time CFC SWs arrived to extract the gas and tag the appliance pursuant to the CFC protocol. The document is a chart that shows an alarming statistical rise in these appliances missing from their pick-up locations. The chart shows that the trend has increased Citywide from 27% in FY 2005 to 38% in the first three quarters of FY 2007. The secondary market for this type of scrap metal remains lucrative. The increase was particularly high in Queens where the percentage

has increased from 28% in FY 2005 to 43% in the first three quarters of FY 2007. (A copy of that chart is attached as exhibit 4).

Thus, DOI investigators focused the investigation on the Queens SWs who they had observed removing scrap metal from their Sanitation trucks and selling it at Pine Scrap Metal. Part of the DOI investigation included strategically placing air conditioners on the route of five collection crews in Queens who were not authorized to collect such appliances. Prior to placing those air conditioners on the routes, and unbeknownst to anyone who would be observing those air conditioners, the CFC had been removed from these appliances along with the orange stickers and markings signifying that they were free of CFC. DOI investigators observed and videotaped a total of 10 SWs breaking apart the casings of the air conditioners to remove the metal coils that appeared to be aluminum or copper from inside. They did that notwithstanding the fact that the air conditioners DOI placed on the collection routes did not have the DSNY bright, orange decal or markings, which would have indicated the air conditioners were CFC free. If the CFC had not been removed in advance, the dismantling by the workers would have released CFC into the environment.

On March 1, 2007, following a complaint by SHN, DSNY First Deputy Commissioner Michael A. Bimonte sent out a teletype to district garages that was intended to reach all SWs, entitled "Unauthorized Taking Of Recycling Material For Personal Use." The teletype described allegations of Sanitation Workers taking metal items from their routes and directed that the teletype should be read at all roll calls on March 2, 2007; April 5, 14 and 16, 2007; May 24 and 25, 2007 and June 26, 2007. The following is the text of the teletype:

"Over the last several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic vendor has complained that their management personnel have observed Sanitation Workers who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation Workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material. The Department Code of Conduct (General Order 2002-06, rule 3.17) states, "unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited." The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule."

The DSNY teletype also instructed section officers to monitor the paper racks on the side of the collection trucks to ensure the trucks were not being used as storage bins for unauthorized items. In addition, DSNY export officers were directed to check loads at SHN locations for the unauthorized practice of Sanitation Workers taking scrap metal from their routes. (See the teletype issued and read to SWs on the above dates attached as exhibit 5a-e.)

Despite these warnings from DSNY officials, DOI observed that the improper practice continued among some SWs in Queens where DOI was continuing its undercover operation.

CONCLUSIONS

With the issuance of this report, DOI is making disciplinary referrals to the DSNY regarding 51 of the 57 SWs observed engaging in improper conduct during the course of the DOI investigation.[2] (See a list of DSNY employees referred for discipline and DSNY Code of Conduct in exhibit 6a-b.) DOI has also referred the factual findings of this investigation - particularly the incidents involving the mishandling of CFC appliances - to the Office of Queens District Attorney Richard A. Brown. We are also referring this Report of findings to the New York City Conflicts of Interest Board for them to determine if there were Chapter 68 violations by the DSNY employees who used City property for their personal gain. DOI thanks DSNY Commissioner John J. Doherty, New York State Department of Environmental Conservation Commissioner Alexander Grannis and Queens District Attorney Richard A. Brown, and members of their staff, for their assistance with this matter.

The findings in this report demonstrate that these DSNY employees took keeping discarded items on their routes to a whole new level that included reselling metal items that were supposed to be turned over to a City vendor, did so on City time and in disregard for health and safety issues.

RECOMMENDATIONS

DOI makes the following Policy & Procedure Recommendations to DSNY:

1. DSNY should significantly enhance the supervision of its employees assigned to refuse and recycling collection. DOI investigators observed no supervision taking place during this investigation and in one instance witnessed a supervisor's vehicle drive past Pine Scrap Metal while two Sanitation collection trucks were visibly parked in front of Pine Scrap Metal with SWs in uniform unloading scrap metal from the truck. DOI investigators were unable to read the supervisor's vehicle license plate and therefore could not identify him for a referral for disciplinary charges.

2. During roll call, DSNY should periodically remind SWs about the materials that they are authorized to collect during household collection versus recycling collection, reinforcing the section of the Code of

[2] Two of the 57 SWs who were observed by DOI are no longer employed by the DSNY, one having retired the other terminated in March 2007 for other infractions. Four of the SWs will be referred for disciplinary action when they are identified.

Conduct that states, "unauthorized sorting or taking of any refuse or recycling material for personal use, is prohibited."

3. DSNY should implement a policy change prohibiting DSNY employees from entering any scrap metal business establishment while on duty unless that business establishment has an active contract with DSNY.

4. DSNY should implement new disciplinary regulations penalizing any SW up to 15 vacation days for collecting items that they are not authorized to collect or collecting scrap metal and taking it to an unauthorized location to sell it for personal profit.

5. DSNY employees should be terminated for the improper handling or disposal of CFC appliances containing hazardous gases.

Licensed and trained Sanitation Worker removing CFC from a refrigerator, as part of the Sanitation Department's CFC Removal Program.

Attachment 1a

Bright, orange tags are placed on air conditioners in which CFC has been removed, indicating that they are safe for recycling collection.

Attachment 1b

Two on-duty Sanitation Workers entering Pine Scrap Metal, Inc. in Queens.

Attachment 2a

Sanitation Worker enters Pine Scrap Metal carrying recyclable material unloaded from DSNY collection truck.

Attachment 2b

Sanitation Worker wheels scrap metal removed from collection truck into Pine Scrap Metal.

Attachment 2c

Sanitation Worker exits Pine Scrap Metal with receipt in hand, minutes after entering.

Attachment 2d

DSNY household refuse collection truck used to improperly collect an air conditioner and store it in its paper rack.

Attachment 2e

Sanitation Worker dismantling an air conditioner to sell the metal and pocket the money.

Attachment 3

Department of Sanitation
Bureau of Planning and Budget

CFC Collection - Pieces Not on Location
FY 2005 - FY 2007

Borough	FY 2005 (July - June)	FY 2006 (July - June)	FY 2007 (July - June)	FYTD 2005 (July - March)	FYTD 2006 (July - March)	FYTD 2007 (July - March)
Manhattan						
- Pieces Not on Location (NOL)	12,538	12,808	NA	8,906	9,405	9,104
- Appointments	49,312	49,370	NA	35,602	37,228	32,495
- Percent NOL	25%	26%	---	25%	25%	28%
Bronx						
- Pieces Not on Location	10,541	11,576	NA	7,507	8,704	6,851
- Appointments	29,833	27,351	NA	21,517	20,958	14,392
- Percent NOL	35%	42%	---	35%	42%	48%
Brooklyn						
- Pieces Not on Location	19,677	21,366	NA	13,810	15,326	14,755
- Appointments	67,048	62,635	NA	49,100	47,403	35,239
- Percent NOL	29%	34%	---	28%	32%	42%
Queens						
- Pieces Not on Location	19,981	22,870	NA	13,804	16,619	16,886
- Appointments	71,726	68,428	NA	51,731	51,790	38,919
- Percent NOL	28%	33%	---	27%	32%	43%
Staten Island						
- Pieces Not on Location	3,821	3,634	NA	2,669	2,528	3,300
- Appointments	17,705	17,559	NA	12,602	12,481	11,571
- Percent NOL	22%	21%	---	21%	20%	29%
Citywide						
- Pieces Not on Location	**66,558**	**72,254**	**NA**	**46,696**	**52,582**	**50,896**
- Appointments	**235,624**	**225,343**	**NA**	**170,552**	**169,860**	**132,616**
- Percent NOL	**28%**	**32%**	**---**	**27%**	**31%**	**38%**

ATTACHMENT 4

--- Received from DOS.HDQTRSOP 646-885-4861 07-03-01 08.35
-> DOS.HQOMSG HQ OPRNS T&P BCC BWD MIS
FROM CONTROL DM2007-0980

CODE: COLL7

SUBJECT: UNAUTHORIZED TAKING OF RECYCLING MATERIAL FOR PERSONAL USE

Over the past several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic Vendor has complained that their management personnel have observed Sanitation Workers, who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have, taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation Workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material.

The Department Code of Conduct (General Order 2002-06, rule 3.17) states "Unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited". The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule.

This Department message will be read at all roll calls for Friday, March 2, 2007.

Section Officers shall monitor the paper racks on the side of Collection Trucks to ensure they are not being utilized as storage bins for "mongo" or other unauthorized items.

BCC Export Officers shall check loads at SHN locations for the above unauthorized practice.

Michael A. Bimonte
First Deputy Commissioner

--- Received from DOS.HDQTRSOP 646-885-4861 07-04-04 09.02
-> DOS.HQOMSG HQ OPRN$ T&P BCC BWD MIS
FROM CONTROL DM2007-1503

CODE: COLL7

SUBJECT: UNAUTHORIZED TAKING OF RECYCLING MATERIAL FOR PERSONAL USE

Over the past several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic vendor has complained that their management personnel have observed Sanitation workers, who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have, taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation Workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material.

The Department Code of Conduct (General Order 2002-06, rule 3.17) states "Unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited". The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule.

This Department message will be read at all roll calls for Thursday, April 5, 2007.

Section Officers shall monitor the paper racks on the side of Collection Trucks to ensure they are not being utilized as storage bins for "mongo" or other unauthorized items.

BCC Export Officers shall check loads at SHN locations for the above unauthorized practice.

Michael A. Bimonte
First Deputy Commissioner

ATTACHMENT 5B

--- Received from DOS.HDQTRSOP 646-885-4861 07-04-13 07.16
-> DOS.HQOMSG HQ OPRNS T&P BCC BWD MIS
FROM CONTROL DM2007-1630

CODE: COLL7

SUBJECT: UNAUTHORIZED TAKING OF RECYCLING MATERIAL FOR PERSONAL USE

Over the past several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic vendor has complained that their management personnel have observed Sanitation Workers, who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have, taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation Workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material.

The Department Code of Conduct (General Order 2002-06, rule 3.17) states "Unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited". The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule.

This Department message will be read at all roll calls for Saturday, April 14, 2007 and Monday April 16, 2007.

Section Officers shall monitor the paper racks on the side of Collection Trucks to ensure they are not being utilized as storage bins for "mongo" or other unauthorized items.

BCC Export Officers shall check loads at SHN locations for the above unauthorized practice.

To be posted on all location bulletin boards.

Michael A. Bimonte
First Deputy Commissioner

ATTACHMENT 5c

--- Received from DOS.HDQTRSOP 646-885-4861 07-05-23 11.25
-> DOS.HQOMSG HQ OPRNS T&P BCC BWD MIS
FROM CONTROL DM2007-2059

CODE: COLL7

SUBJECT: UNAUTHORIZED TAKING OF RECYCLING MATERIAL FOR PERSONAL USE

Over the past several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic Vendor has complained that their management personnel have observed Sanitation Workers, who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have, taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation Workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material.

The Department Code of Conduct (General Order 2002-06, rule 3.17) states "Unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited". The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule.

This Department message will be read at all roll calls for Thursday, May 24, 2007 and Friday, May 25, 2007.

Section Officers shall monitor the paper racks on the side of Collection Trucks to ensure they are not being utilized as storage bins for "mongo" or other unauthorized items.

BCC Export Officers shall check loads at SHN locations for the above unauthorized practice.

To be posted on all location bulletin boards.

Michael A. Bimonte
First Deputy Commissioner

ATTACHMENT 5d

--- Received from DOS.HDQTRSOP 646-885-4861 07-06-25 09.15
-> DOS.HQOMSG HQ OPRNS T&P BCC BWD MIS
FROM CONTROL DM2007-2368

CODE: COLL7

SUBJECT: UNAUTHORIZED TAKING OF RECYCLING MATERIAL FOR PERSONAL USE

Over the past several months, Sims Hugo Neu (SHN) the Department's Metal, Glass and Plastic Vendor has complained that their management personnel have observed Sanitation workers, who while dumping their loads at the Bronx, Long Island City and Jersey City SHN locations have, taken primarily metal items from their loads and placed them onto the paper racks on the sides of the collection truck. The Sanitation workers take the material with them as they leave the vendor location. SHN is upset with this practice as they feel these items are their contracted material.

The Department Code of Conduct (General Order 2002-06, rule 3.17) states "Unauthorized sorting or taking of any refuse or recycling material for personal use is prohibited". The act of taking metal items from SHN locations falls within this criteria and is expressly forbidden by this rule.

This Department message will be read at all roll calls for Tuesday, June 26, 2007.

Section Officers shall monitor the paper racks on the side of Collection Trucks to ensure they are not being utilized as storage bins for "mongo" or other unauthorized items.

BCC Export Officers shall check loads at SHN locations for the above unauthorized practice.

Michael A. Bimonte
First Deputy Commissioner

DSNY EMPLOYEE'S IDENTIFIED IN MISCONDUCT

NAME	GARAGE	VIOLATIONS	DATES
Arzuza, Aldo	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006
Baerga, Jose	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 5.1, 5.2	6/1/2007
Baldi, Charles	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 5.1, 5.2, 6.1, 6.3	6/1/2007
Barone, Mario	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006
Bellucci, Joseph	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Blostic, Alex	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/2006
Bracone, Robert	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/24/06, 10/31/06
Branaccio, John	QW03	1.6, 3.1, 3.2, 4.2, 4.3, 5.1, 5.2, 6.1, 6.3	5/25/2007
Carmenaty, Lucinio	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/2006
Castro, Michael	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/06, 04/18/07
Cato, Sherman	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Colorundo, Salvator	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	12/13/2006
Congimi, Michael	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/31/06
Cutrone, Fredrick	QW06	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Damers, Lazaro	QW06	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/31/06
Desanctis, Vincent	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Dixon, Lenworth	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/24/2006
Drogsler, William	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	12/14/2006
Gallo, Joseph	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/23/06, 10/24/06, 10/31/06, 12/14/06, 04/26/07
Garcia, Miguel	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/2006
Georgios, Gus	QW06	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006
Grey, Michael	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2, 6.1, 6.3	10/19/06, 10/24/06, 06/01/07
Harley, Darren	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 02/02/07
Hayden, Richie	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006
Jaouen, Patrick	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/24/06, 10/31/06
Kane, Derick	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Keane, Robert	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	12/13/2006
Kopczynski, Salvator	QW02	3.2, 3.17, 3.23	12/14/2006
La Rocca, Carmelo	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/02/06, 10/23/06, 10/24/06, 06/01/07
La Salle, Juan*	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Lagalante, Joseph	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/31/06,
Lampasona, Scott	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006
MacDonald, Vincent	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/06, 12/13/06, 05/04/07
Mann, Anthony	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/31/06, 05/25/07
Mann, Christopher	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 02/02/07
Mastrocco, Peter	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 10/23/06, 10/24/06, 10/31/06, 12/14/06, 04/26/07
McDermott, Adrian	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/24/2006
McMahon, Damon	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Morales, Abraham	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Morales, John	QW03	1.6, 3.1, 3.2, 4.2, 4.3, 5.1, 5.2, 6.1, 6.3	5/25/2007
Moscarelli, Daniel	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Puhi, Kevin	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	12/14/2006
Prendergrast, Kevin	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	5/25/2007
Ruocco, William	QW06	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/06, 10/31/06
Smith, Michael	QW06	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/2006
Stephenson, Milton	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/06, 04/03/07
Sterbenz, Joseph	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/19/2006
Taylor, Michael	QW02	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Torres, Rene	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/24/06, 10/31/06
Valerio, Michael	QW05	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/23/2006
Wallace, Robert	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/24/2006
Williams, Andre	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/06, 12/13/06, 05/04/07
Zaborsky, Anatoly*	QW03	1.6, 3.1, 3.2, 3.17, 3.20, 3.23, 4.3, 5.1, 5.2	10/31/2006

* No longer employeed by DSNY.

ATTACHMENT 6a

New York City
Department of Sanitation

Code of Conduct

1.6 Employees shall familiarize themselves with, and adhere to all applicable Rules, Policies, and Administrative Procedures, General Orders, Operations Orders and Department messages concerning time and leave.

3.1 Employees must obey all Rules, Regulations, Orders, messages, and direct orders given them by their superiors.

3.2 Employees shall not conduct themselves in a manner prejudicial to good order and discipline, or which tends to discredit the City or the Department.

3.17 Unauthorized sorting, or taking of any refuse or recycling material for personal use is prohibited.

3.20 Employees shall return promptly to their assigned location after completing their work assignment unless ordered otherwise by their Supervisor.

3.23 Employees must be present at their assigned work site, route, garage, section or other Department location during working hours unless authorized to leave by a Supervisor.

4.2 Every employee shall immediately report to the Office of the Inspector General or the Department of Investigation any and all information concerning conduct about which they know or should reasonably know to involve a conflict of interest, corruption or other criminal activity by another City employee, or by persons, businesses or organizations dealing with the City.

4.3 Employees shall not solicit, give, agree to accept, or accept any benefit, money, or anything of value in connection with their actions or duties as an employee in connection with any Department operation, service or activity. Employees shall not grant nor authorize any privileges or favors in connection with Department operations, services or activities.

5.1 Employees must carefully and correctly use, maintain and operate all City or Department vehicles, vessels, supplies, premises, equipment, and property assigned to them.

5.2 Employees shall only use and operate Department vehicles, equipment and property when authorized and only for authorized Department purposes.

6.1 Employees are prohibited from accepting, removing or helping to remove trade waste. Employees shall become familiar with and adhere to the Department Order on Trade Waste, and with the Department's Collection Regulations.

6.3 Employees shall not allow individuals who are not employees of the Department to load any waste or recyclable materials into a Department vehicle.