

70th Anniversary Edition

THE ORSID — DIGEST —

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Celebrating 70 Years of Orsid

A Message from Neil Davidowitz

I am so very proud to announce that we are celebrating Orsid's 70th Anniversary!

Orsid was founded on May 15, 1955, by Albert Etingin, the grandfather of Doreen Davidowitz and Orli Etingin Silver, and Maks Etingin's father. The company name derives from the first names of Albert's and his partner's first grandchildren, Orli and Sidney. Orli is not only the company's namesake but her connection to the company continues to this day as she still provides general medical advice to the Orsid staff! She is never too busy to provide a referral or respond to medical questions for someone in the Orsid Family.

Albert Etingin came to New York with a vision and a dream. He, his wife Sonia, and their son Maks were all holocaust survivors coming to New York to forge a new life. Their values were simple: they yearned for a place to earn a living, educate their children and grandchildren, and to live in peace.

There are many at Orsid who share their vision and dream. Like Albert and Maks, many of our employees left their own countries and came to New York to start over. Albert and Maks never forgot about those who saved their lives in Vilna, Poland and those that helped them succeed in America. They spent their lives showing their gratitude, by hiring and bringing into the Orsid, family many immigrants and refugees. That was the foundation Orsid was built upon and continues to be the bedrock of our company today.

Albert started Orsid by purchasing 21 rent stabilized buildings with little cash, lots of debt and a sense of grit and optimism. Maks joined the company in 1970 and converted the entire portfolio into Co-ops, one building a year. Maks was a brilliant negotiator and the quintessential gentleman.

By the mid 1970's, Orsid earned a reputation for running our own buildings well and newly converted Co-ops sought us out as third party managers. I'm so proud that today, we still manage the first Co-ops that hired us: 180 Riverside Drive, 336 West End Avenue, and 110-118 Riverside Drive. Mary Ann Rothman, the force behind the Council of New York Cooperatives

and Condominiums (CNYC) for 50 years, was on the Board of 110-118 Riverside Drive when they hired Orsid in 1975.

I joined Maks in January of 1986 and have spent my life building out our third-party management business. In the ensuing 40 years, Orsid has become the single most respected and successful management firm in New York. We never wanted to be the biggest, we simply wanted to be the best. The Orsid family is 167 employees strong, and almost 2500 building staff. I am blessed to be surrounded by the most dedicated, professional, responsive management team in New York!

Orsid's strength, growth, and reputation is attributable to the hard work and dedication of all of our staff. Every day I'm amazed by their ongoing achievements and I'm very lucky to work so closely with our entire Orsid Family! It is our people that make Orsid different from our competitors, and I can't talk about the importance of our people without acknowledging the best Executive Team in New York. I am honored to have Andre Kaplan, Dennis DePaola, Laura Krasner, Eric McPhee, Robbie Janowitz, Aaron Davidowitz by my side. They are hands down the most tenured and respected leadership team in the City!

Of course, I would be remiss if I did not mention my wife, Doreen! For 52 years Doreen has been the person that drives everything I do, and Orsid would not be the company that it is today without her influence!

To quote the immortal words of Lou Gehrig, "today I consider myself the luckiest man on the face of the earth," as it's been such an incredible honor to work with my Orsid family and to serve all of you.

With pride,

Neil Davidowitz, President of Orsid New York



Pet Policy (Part Two)

Last quarter, we outlined the importance of having a well drafted and thought-out pet policy for a building. In this newsletter, we will review pet rule acknowledgments for new pets, pet interviews, and service and support animals.

Pet Rule Acknowledgment for New Pets It is highly recommended to get a signed document confirming that the pet owner understands and agrees to follow the co-op/condo pet rules. The document should outline the proscribed steps if a dispute occurs, such as the use of a mediator or a Board vote. Also, having the pet's photo, in addition to pet medical records, on file is a good idea as well.

If any pet becomes a nuisance or hazard to other shareholders, the Board may revoke permission for that pet to remain in the building. A pet becomes a nuisance if it causes excessive noise, including barking, howling or crying or causing injury or damage.

Pet Interviews Once a pet policy has been established, the next step is having a system to process all necessary paperwork when an owner or purchaser wants to have a pet. Pets already in the building would be exempt from this process. Just like screening residents before accepting purchase applications, a board should do the same for prospective pets. Obviously, a board cannot run background checks on animals, but a Board can ask residents a series of questions when they are registering their pets. Some buildings require pets to attend a board interview. Some buildings use outside professional firms to conduct the interview. Ultimately, the board should consent or reject the pet after it has completed its due diligence.

Example of questions to ask pet-owning applicants:

- How long have they had the pet?
- Does the pet have a history of violence or destroying property?
- Has the pet ever bitten a human or another pet?
- Where is the pet from (i.e., shelter, breeding center, stray)?

Service and Support Animals A Co-op or Condo must accept all service animals, regardless of the type or size, and even if the building has a no-pet policy. Under the [Americans with Disabilities Act \(ADA\)](#) and the Fair Housing Act, a building must allow service animals that

provide assistance with physical tasks to residents with disabilities.

By contrast, emotional support animals are not covered by the ADA; however, the NYC Human Rights Law protects against disability discrimination in housing, including for individuals who rely on emotional support animals as a reasonable accommodation for their disabilities. These animals provide emotional support or other assistance that helps treat the symptoms of a disability.

There is a trend of buying 'credentials' online claiming that a pet is actually a medical necessity, documentation should be produced for emotional support animals to be allowed. A Board can set reasonable requirements requiring a letter provided by a physician and requesting pet records to ensure they are vaccinated regularly. Rejecting a resident's request for reasonable accommodation around a support animal may lead to a dispute.

With a well-crafted pet policy, acknowledgement of the pet rules, pet interviews and understanding service and support animals, a building can avoid possible disputes and even litigation.



Orsid's Strike Task Force

The current collective bargaining agreement between the Realty Advisory Board on Labor Relations and the Service Employees Negotiations for a new contract, will commence in January 2026. Currently both sides are gathering data, defining goals, selecting bargaining teams and preparing proposals. It is important to note that Resident Managers and Superintendents, although part of the same union, have a contract with a different expiration date, and are legally obligated to continue working if there is a strike.

As both parties work toward a new agreement, the potential for a strike is possible. With a diverse portfolio of union-staffed buildings—including porters, doormen, handymen, and elevator operators—Orsid recognizes the operational, reputational, and safety risks that a labor stoppage could pose.

Strike Task Force: Preparedness Through Three Focus Areas To proactively address these risks, Orsid has reactivated its Strike Task Force, originally formed during the 2022 negotiations. This readiness committee is structured around three core sub-teams: Communications, Operations, and Technology. Each team is tasked with specific responsibilities to ensure a swift, coordinated response in the event of labor disruption. Our goal is to ensure uninterrupted service, uphold safety standards, and maintain trust with our

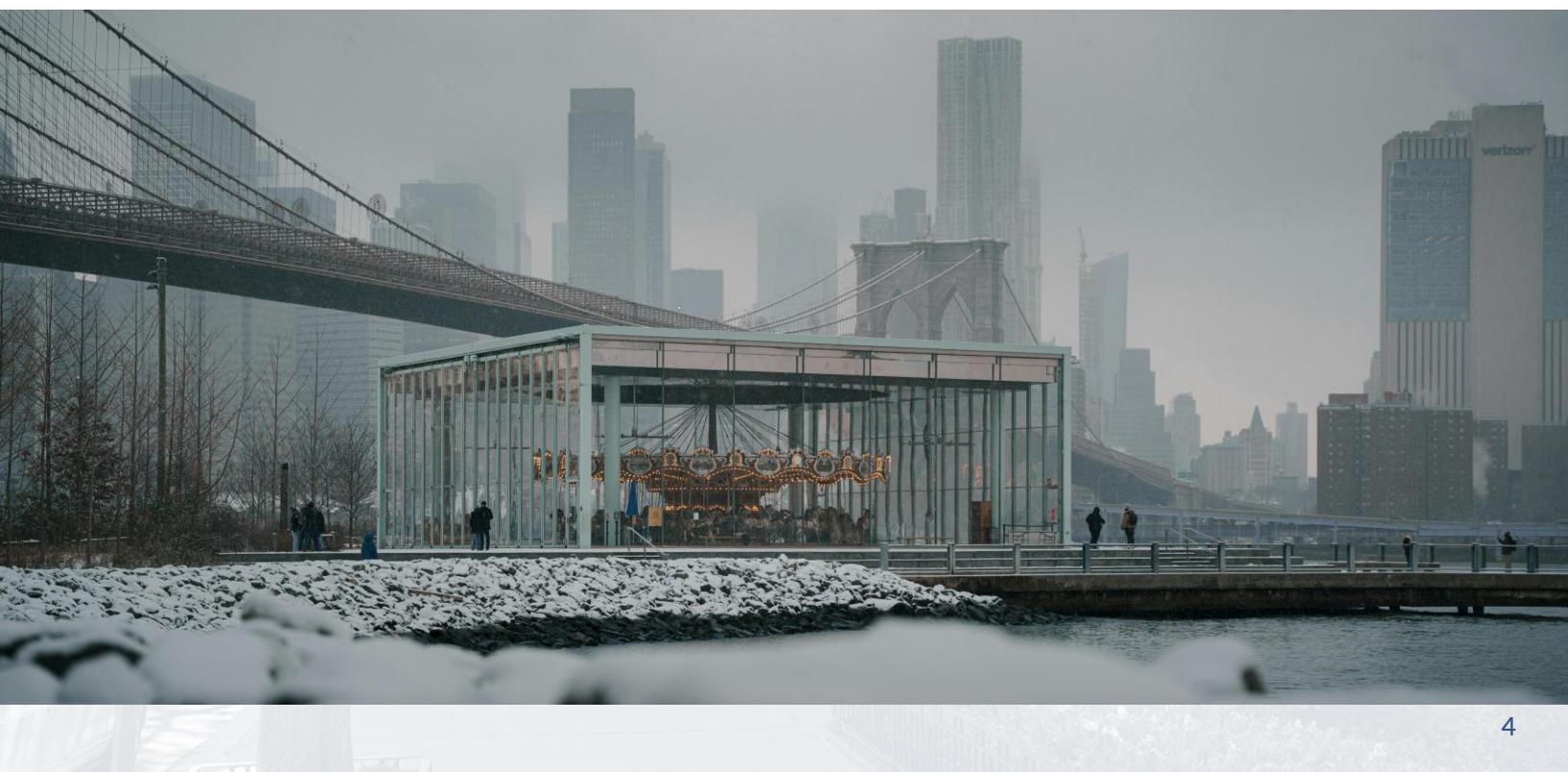
clients and residents—no matter what the outcome of the bargaining process.

Why This Matters: Minimizing Disruption and Safeguarding Service A strike involving building services personnel can impact the resident experience. By preparing now—before any formal strike declaration—we aim to safeguard service continuity, maintain resident confidence, and protect the integrity of the properties we manage.

Our committee's proactive approach replaces reactive measures with a strategic playbook. Monthly meetings (increasing in frequency as the contract expiration nears) include scenario planning, preparation of communications, vendor coordination, and technology system validations. This ensures that we are not only prepared, but agile in our response.

Orsid's Strike Task Force reflects our unwavering commitment to proactive management and resident satisfaction. As negotiations progress, we will continue to monitor developments closely and refine our preparedness strategies. To read our most recent communications on this topic, please follow the links below:

- [Union Negotiation Preparation for April 21, 2026](#)
- [Orsid New York-Strike Prep Roadmap 2025-2026](#)



Supporting Refugees Through Opportunity: Orsid's Partnership with Refugee Employment Partnership

Helping the underprivileged, and supporting those who have endured social, economic, and personal hardship are values that lie at the heart of Orsid's culture. That's why we are proud of our long-standing partnership with the **Refugee Employment Partnership (REP)** — a nonprofit organization founded in 2017 that helps legally authorized refugees find safe, dignified work to support their families and rebuild lives disrupted by war, famine, and persecution.

Over the years, REP has assisted individuals from more than **40 nations**, achieving **265+ successful job placements** — each one the result of a personal, one-to-one effort. You can participate in this meaningful mission by considering REP candidates for open positions of roles at Orsid managed buildings.

Our collaboration with REP has already brought several outstanding colleagues to our team. **Shakeel Samuel**, for example, joined our finance department in December 2017 and has been a valued member ever since. Today, Shakeel handles payroll and benefits for many of your building employees. Several of our

doormen and porters have also come to us through REP and continue to make important contributions across Orsid managed buildings.

One of the many advantages of working with REP is the organization's **careful vetting and personalized coaching** of each candidate. Every job seeker is guided by dedicated volunteer mentors who help with resume preparation, interview practice, and career readiness. These mentors often form lasting friendships with the refugees they assist. REP's clients are all legally authorized to work in the United States, you can hire them with full confidence and peace of mind. No fees are charged and there is no paperwork.

The immigrant experience is a pillar of Orsid's corporate culture, as our founders were immigrants themselves. Our partnership with the REP, allows us to continue to support opportunities for deserving refugees.

Our friends at The Refugee Employment Partnership are eager to speak with you and suggested candidates for open roles:

David Coleman, 917-670-6125

Shirley Abraham, 917-825-8709



Access Agreements (RPAPL 881): The Governor recently signed into law an amendment to Real Property Actions and Proceedings Law Section 881 (RPAPL 881), a statute that already allows property owners performing construction to seek a court-ordered license to enter a neighboring property when voluntary access is denied. The statute as previously written did not provide much guidance on the initial negotiation of the license prior to seeking court intervention and how the court should handle granting the license, including what access could be granted and whether the adjoining property owner was entitled to compensation, other than for physical damage to the property. Prior to the amendment, parties and judges were left to rely on previous cases for guidance with no clear path and sometimes no applicable case law. However, the new amendment adds some guidance and specifies what the court has the jurisdiction to grant. The amendment now makes clear that if notices requesting access are not answered within 60 days, it is “deemed” to be a refusal. The statute now states that the party seeking access “shall be required to reasonably compensate the adjoining owner for the loss of use and enjoyment of the adjoining premises including diminution in value.” This compensation is now mandated by the statute which is a change from the prior version of the law. Another important change is that the statute now contemplates the ability of the courts to grant access for permanent encroachments, such as underpinning and flue relocations, and this was clearly missing from the prior law. The process of obtaining a license from neighboring properties before installing legally required protections on their property will still be a source of aggravation for Boards and managing agents. However, we are hopeful that this new amendment to the law will simplify the process a bit by clarifying some of the gray areas that previously existed.

Co-op Timing and Disclosure Bills: As mentioned in [previous updates](#), periodically there has been a legislative push to narrow co-op board control over the decision-making process on sale applications. Recently, the City Council held a hearing on three such bills. The first was [Int. 407-A](#), which would require volunteer co-op board members to disclose to a prospective purchaser an exhaustive list of reasons that an application for sale was not approved, under penalty of

perjury. The second was [Int. 438](#), relating to disclosure of additional, unaudited financial information during the sale process. Finally, Int. 1120-A would have required co-op boards to meet strenuous deadlines or risk an automatic approval of an application for sale.

After much industry testimony, both for and against these bills, council members seemed to be open to amendments. Int. 407-A and Int. 438 were not aged by the City Council and therefore did not come to a vote during the session that ended on December 18th. However, the timing bill was amended and passed by the Council. Of note, the amended bill, [Int. 1120-B](#), removed the automatic approval of sale for failure to comply with the prescribed timeframes, and allows co-op boards to more easily obtain additional information from potential applicants throughout the process. Rather than an automatic approval for non-compliance, the NYC Department of Housing Preservation and Development (HPD) may issue violations for a co-op’s failure to meet these requirements, including civil penalties of \$1,000 for a first violation, \$1,500 for a second violation, and \$2,000 for third and subsequent violations. Orsid is currently modifying our procedures and protocols to comply with this new regulation and will advise all co-op boards of these changes before they are implemented.

Notice of Rent Stabilized Units (Int. 1037-A /LL 86): This law recently passed by the City Council will require notices in the lobby of any apartment building that contains any stabilized units indicating that there are rent stabilized units in the building and include the Division of Housing and Community Renewal’s (DHCR) phone number and website address where an inquiry into the rent stabilized status of their apartment can be submitted. This is another city required notice contributing to the “wallpapering” of NYC residential building lobbies!

Gas Pipe Inspections (Int. 429-A /LL 142): Since our [Q3 2025 legislative update](#), this bill has been amended and enacted. The passage of this bill was supported by the NYC Master Plumbers Council and should simplify emergency gas work needed to relieve an emergency condition. Similarly, the Department of Buildings (DOB) has updated its [gas inspection rules](#), effective January 3, 2026.

Continued on next page...



Legislative Updates Continued

Cooling and Heating Proposal (Int. 994-A): Since last discussed in our Q3 2025 legislative update, this bill was amended to remove the required humidity and central air requirements. This amended bill was passed by the Council on December 18th. The bill as revised will still require by June 1, 2030, that owners of tenant-occupied buildings provide cooling systems capable of maintaining 78 degrees Fahrenheit in rooms in which tenants sleep, upon the request of the tenant. This bill would also require that owners of buildings with systems in which the owner controls the temperature run such systems to maintain 78 degrees Fahrenheit in a cooling season from June 15 through September 15. The definition of an Owner under the law includes co-op or condominium unit owners who rent their apartments, who will have to provide window air conditioners where applicable. Notice of the new law will have to be provided to all tenants between March 1, 2028 and September 1, 2029, and will also require the posting of the law's requirements in "a prominent place of such covered dwelling notifying tenants of the requirements of" the law. Orsid and the Real Estate Board of New York (REBNY) were opposed to the bill due to the anticipated costs and impact on Local Law 97 carbon emission caps.

Residential Waste Containerization (Int. 1123-B / LL 180): As mentioned in the [last quarterly newsletter of 2024](#), this bill regarding the mandatory use of a stationary on-street container (SOSC) for residential refuse containerization passed the City Council and is effective immediately. The law enables the Department of Sanitation (DSNY) to require all buildings larger than 10 units to place their refuse in an assigned SOSC. DSNY will also be able to charge each building an annual fee of \$55 per dwelling unit for the program. A photo of the SOSC, also known as the "Empire Bin", [can be seen on DSNY's website](#). The Mayor's office and DSNY [announced in September](#) that the next phase of the bin trials will be in Brooklyn Community District 2, which includes Downtown Brooklyn, Boerum Hill, Brooklyn Heights, Fulton Ferry, DUMBO, Vinegar Hill, Fort Greene, Clinton Hill and Brooklyn Navy Yard. This phase will roll out through 2026, and bins are currently in place for schools in Fort Greene. We expect DSNY to propose a rule regarding city-wide containerization, which will be covered in future updates.

Legionella Response (Int. 1390-A / LL159): Following this summer's outbreak of Legionnaire's disease, this bill, which was covered in our Q3 2025 legislative update, has been amended and enacted. Effective May of 2026, this law now requires inspection of cooling towers every three months, as well as monthly testing of samples when the cooling towers are in use. Owners will also need to perform biocide treatments during warm weather in accordance with DOHMH guidance. Orsid will be working with our third-party cooling tower maintenance contractors to make sure that all cooling towers in our buildings remain fully compliant.

Security Guard Prevailing Wage Proposal (Int. 1391-A): This bill, passed by the City Council on December 18th, establishes prevailing wages and supplemental benefits for all private security guards employed in the city. This bill will impact the budget for any building that uses private security and does not already pay prevailing wages. The bill also requires buildings to provide notice of rights to covered employees, and contains anti-retaliatory provisions and penalties for violations, including damages and fines. Orsid will address the anticipated cost increases for security services in each affected building budget.

Radiator Inspections (Int. 925-A / LL 151): Since we last covered this bill in Q3 2025, it has been amended and passed. The law requires biennial inspection of steam radiators in units where a child 5 years or younger resides, as well as inspection of steam radiators in common areas of such buildings. Condominium and co-op units are exempted from the inspection where the unit is owner or family-member occupied. Building superintendents will be able to conduct the inspections, pursuant to rules created by the DOB. If an inspection reveals a defect or damage to a radiator, the building owner would be required to correct such defect within 14 days. If the condition of the radiator is a hazard to life or safety, the owner would be required to remove the radiator from service within 24 hours and replace it within 7 days. The law calls for record keeping of inspections, as well as notice requirements which can be met by sending the annually required lead paint notice. Orsid will be updating our annual safety mailer and instructing building staff of the law's requires.

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!



Despina Leandrou, Senior Vice President

We asked Despina what was special to her about Orsid, she said:

"I was lucky enough to be introduced to Orsid when my husband and I purchased an apartment in a building managed by Orsid. I have worked in real estate publishing, consulting, and sales since 1986. It was a perfect and seamless fit when Neil asked me to join the management team when I transitioned out of sales.

It has been a wonderful privilege to work for such an honorable caring company led by Neil. I will be here until I retire from management." – Despina Leandrou



Neil Davidowitz, President - 40 years

Majlinda Brahimaj, Accounting - 21 years
Donika Dodaj, Senior Director, Closing & Transfer - 20 years
Eric McPhee, EVP & Director of Risk Management - 20 years



Dennis DePaola, Chief Legal Officer - 27 years
Laura Krasner, Executive Vice President - 27 years
Anita Sehwani, Closing & Transfer Manager - 26 years
Hugh Zanger, Rental Portfolio Director - 26 years
Andre Kaplan, Chief Financial Officer - 24 years
Grazyna Cyprys, Administrative Assistant - 22 years
Joe Dodaj, VP & Chief Controller - 22 years
Don Skupinsky, Senior Vice President - 21 years



Aleke Radoncic, Vice President - 19 years
Eileen Aluska, Vice President - 19 years
Marie Caka, Accounting - 18 years
Rob Mellman, Vice President & Director of Portfolio Services - 17 years
Andrea Doyle, Alterations Coordinator - 16 years
Pat Bettino, Account Executive - 16 years



Ben Hawkins, Vice President/Controller - 14 years
Fatime Lleshaj, Accounting - 14 years
John Devall, Vice President - 14 years
Naro Dzidzovic, Senior Account Executive - 14 years
Al Dizdari, Account Executive - 13 years
Denisa Music, Alterations Manager - 13 years
Justine Delagana-Tagliani, Vice President - 13 years
Robbie Janowitz, Senior Vice President - 13 years
Anel Dervisevic, Account Executive - 12 years
Ben Shuman, Senior Vice President & Director of New Business - 12 years
Bianca Taveras, Account Executive - 12 years
Christine Zeblisky, Senior Director, Operations and Implementation - 12 years
Linda Romano, Closing Agent - 12 years
Andrew Clateman, Account Executive - 11 years
Manjola Zylfi, Payroll Specialist - 11 years



Welcome to Orsid

121 West 72 Street Owners Corp

121 West 72nd Street
New York, NY 10023

1065 Park Avenue Corp

1065 Park Avenue
New York, NY 10128

Gallery House Condominium

77 West 55th Street
New York, NY 10019

1 Rector Park Condominium

333 Rector Place
New York, NY 10280

Wales Condominium

1295 Madison Avenue
New York, NY 10128

Turner Towers Tenant Corp

135 Eastern Parkway
Brooklyn, NY 11238

11 Hancock Place Condominium

11 Hancock Place
New York, NY 10027

Morgan Lofts Condominium

11 East 36th Street
New York, NY 10016

In Q4 2025, we have welcomed the following new associates to the Orsid family:

Isis Castillo, Onsite Administrative Assistant

Kyler Thomas, Assistant Controller

Lindita Nezaj, Senior Account Executive

Stephany Bradford, Risk Management Associate

Lisa Adevai, Transfer Agent

Esat Komina, Onsite Administrative Assistant



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