

# Realty Advisory Board on Labor Relations, Incorporated

292 Madison Avenue, New York, N.Y. 10017

Telephone:(212) 889-4100 Facsimile:(212) 889-4105 Web: www.raboflr.com



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# Bulletin

April 26, 2010

**No. 262 Residential**

**To: Owners and Managing Agents of Residential Buildings**

**SUBJ.: 2010 Apartment Building Agreement**

The Realty Advisory Board and Local 32BJ, Service Employees International Union have reached agreement on the terms of the 2010 Apartment Building Agreement, subject to ratification by the Union membership. The Agreement provides for the continuation of the existing Agreement with the following modifications:

**TERM:** The Agreement shall be effective as of April 21, 2010 and shall expire on April 20, 2014.

**CONTRIBUTION CAP:** The aggregate increase in Employer contributions to the Health and to the Pension Fund in 2012 and 2013 shall not exceed \$15.00 per week.

**WAGE INCREASES:**

(a) OTHERS:

- 1) Effective April 21, 2010 - \$15.00 per week (\$.375 per hour).
- 2) Effective April 21, 2011 - \$15.00 per week (\$.375 per hour).
- 3) Effective April 21, 2012 - \$22.00 per week (\$.55 per hour).
- 4) Effective April 21, 2013 - \$23.00 per week (\$.575 per hour).

(b) HANDYPERSONS:

- 1) Effective April 21, 2010 - \$17.00 per week (\$.425 per hour).
- 2) Effective April 21, 2011 - \$17.00 per week (\$.425 per hour).
- 3) Effective April 21, 2012 - \$24.00 per week (\$.60 per hour).
- 4) Effective April 21, 2013 - \$25.00 per week (\$.625 per hour).

(c) SUPERINTENDENTS:

- 1) Effective April 21, 2010 - \$18.00 per week (\$.45 per hour).
- 2) Effective April 21, 2011 - \$18.00 per week (\$.45 per hour).
- 3) Effective April 21, 2012 - \$25.00 per week (\$.625 per hour).
- 4) Effective April 21, 2013 - \$26.00 per week (\$.65 per hour).

**FUND CONTRIBUTION INCREASES:**

HEALTH FUND:

- Effective January 1, 2011 - \$12.00 per week.
- Effective January 1, 2012 - Aggregate increase cannot exceed \$15.00 per week
- Effective January 1, 2013 - Aggregate increase cannot exceed \$15.00 per week

PENSION FUND:

- Effective January 1, 2011 - \$4.00 per week.
- Effective January 1, 2012 - Aggregate increase cannot exceed \$15.00 per week
- Effective January 1, 2013 - Aggregate increase cannot exceed \$15.00 per week

OTHER FUNDS:

No increase scheduled.

**HEALTH FUND:**

Given the uncertainty of the implementation of the recent enacted health-care legislation and its yet-to-be written regulations, the parties agree that if, in the event the contributing Employers to the Fund are assessed any taxes or fees, the contributions shall be reduced to reflect any such assessments, thus ensuring that the Employers will not be charged any additional monies.

The parties agree to establish a Health Study Committee to achieve a savings of at least \$70 million dollars in the expenses of the Health Fund, commencing January 1, 2012. They further agree that these savings shall constitute a permanent savings to the Health Fund, preserving a minimum reserve of six (6) full months of benefit costs and operating expenses for the funds.

**PENSION FUND:**

The parties agree to adopt a rehabilitation plan to comply with the Pension Protection Act. This agreement will allow the fund to avoid any surcharges under the Act, but will not affect the increase in the benefit fund contribution.

**SUPERINTENDENTS and RESIDENT MANAGERS:**

In buildings with six (6) or more employees, Superintendents and Resident Managers who have been employed in that position for at least two (2) years in that building shall receive an additional SRSP contribution of ten dollars (\$10.00) a week.

If a Superintendent or Resident Manager is terminated within the first six (6) months of employment the moving expenses has been increased to \$1,000.00.

The probationary period of a Superintendent or Resident Manager, upon specific agreement with the Union, can be extended from six (6) months to one (1) year.

All Superintendents who are employed in buildings of six (6) or more employees shall have a contract year starting June 21<sup>st</sup>. Superintendents that previously received increases April 21<sup>st</sup> will continue to receive wage increases on that date. Their replacements will receive increases on June 21<sup>st</sup>.

The parties agreed to modify the Resident Managers and Superintendents Agreement to reflect changes in the Apartment Building Agreement.

**ARBITRATION:**

A new provision, included for a special arbitration panel to expedite Superintendents and Resident Manager cases.

**HOLIDAYS:**

A study committee will be formed to review substituting personal days for holidays, and a pilot program may be implemented for this purpose.

**METHOD OF PAYMENT OF WAGES:**

The current industry-wide committee is authorized to conduct pilot programs instituting bi-weekly pay where the Union and the Employer agree to such a program. If bi-weekly pay is permitted under the Commercial Building Agreement than it will be permitted under the Apartment Building Agreement.

**POSTINGS:**

Buildings shall post staff vacancies for a period of seven (7) days.

**LANGUAGE CHANGES:**

In addition to the above changes, there are several date changes and language changes of a technical nature which will appear in the new agreement, which will be mailed to you as soon as possible.

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