

# Realty Advisory Board on Labor Relations, Incorporated

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# BULLETIN

**Bulletin No. 363 (Commercial)**

**Bulletin No. 9 (Contractor)**

August 19, 2008

**To: Owners and Managing Agents of Commercial Buildings and Contractor Members**

**Subject: 2008 Security Officers Owners Agreement**

The parties have agreed to continue the terms of the 2005 Security Officers Owners Agreement through December 31, 2011 with the following modifications:

## 1) Wages: (after 24 months)

Effective Date:	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	Jan. 1, 2011
Security Guard I	\$12.75	\$13.25	\$13.75	\$14.35
Security Guard II	\$14.83	\$15.41	\$15.99	\$16.68
Security Guard III	\$16.91	\$17.58	\$18.25	\$19.03

New Hires will be paid \$2.00 less than the Wage Rate listed above and shall receive the following step increases:

After 6 months	After 12 months	After 18 months	After 24 months
.50¢	.50¢	.50¢	.50¢

Officers formerly covered by the RAB Commercial Agreement will receive the wage increases and other economic benefits in the 2008 RAB Commercial Agreement. All other employees who are paid greater than the wage scale for their classification shall receive wage increases of 4.00% in 2008, 3.96% in 2009, 3.81% in 2010 and 4.27% in 2011.

## 2) Supplemental Retirement and Saving Fund Contribution:

Effective October 1, 2009, the Employer shall make a contribution to the Local 32BJ Supplemental Retirement and Saving Fund for each employee in the amount of \$13.00 per week for employees who regularly work more than two days per week pursuant to the rules and regulations of such fund, except that the Employer will continue to contribute \$13.00 weekly for officers formerly covered by the RAB

James F. Berg  
President

Howard I. Rothschild  
Executive Vice-President

Proskauer Rose LLP  
General Counsel

Commercial Agreement, effective January 1, 2008, as provided for in the 2008 RAB Commercial Agreement.

**3) Health Fund Contributions:**

The Employer contribution to the Health Fund shall be changed to \$559.00 per month effective January 1, 2008; \$574.00 per month effective January 1, 2009; \$589.00 per month effective January 1, 2010; and \$604.00 per month effective January 1, 2011. Employees currently covered under Health Plans other than the Basic Health Plan referred to above shall continue to be covered under such plans and the monthly rate of contribution for those plans shall be:

<i>Effective Date:</i>	<u>Jan. 1, 2008</u>	<u>Jan. 1, 2009</u>	<u>Jan. 1, 2010</u>	<u>Jan. 1, 2011</u>
Metropolitan Plan	\$916.55	\$968.55	\$1,020.55	\$1,072.55
Suburban Plan	\$800.00	\$880.00	\$966.00	\$1,063.00
Tri-State Preferred	\$705.00	\$785.00	\$864.00	\$944.00

**4) Training Fund Contributions:**

The contribution of \$312.00 per employee per year shall remain for the length of the Agreement.

**5) Legal Fund Contributions:**

The Employer shall contribute the sum of \$199.60 per year per employee to the Group Pre-paid Legal Fund.

**6) Pension Fund: (only where applicable)**

Officers formerly covered by the RAB Commercial Agreement will continue to receive a pension benefit from the Building Service 32BJ Pension Fund. The rate of the weekly contribution shall be:

<i>Effective Date:</i>	<u>Jan. 1, 2008</u>	<u>Jan. 1, 2009</u>	<u>Jan. 1, 2010</u>	<u>Jan. 1, 2011</u>
	\$70.75	\$74.75	\$78.75	\$82.75

**7) Training Fund Curriculum Committee:**

The Realty Advisory Board and the Union shall each appoint three (3) members to the Curriculum Committee of the Training Fund to make recommendations for any additional courses or modifications.

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