

MEMORANDUM OF AGREEMENT

Whereas, SEIU Local 32BJ (“Union”) and the Realty Advisory Board on Labor Relations, Inc. (“RAB”), on behalf of its members (“Employers”) are parties to the 2020 RAB Commercial Agreement, the 2020 RAB Contractors Agreement, and the 2018 Apartment Building Agreement (the “RAB Agreements”), among other agreements;

Whereas, on September 1 and 2, 2021, the New York City metropolitan area was impacted by a severe storm that caused declarations of states of emergency and travel prohibitions that interfered with employees’ ability to safely travel to their places of work;

Whereas the parties desire to maintain stable labor relations, ensure an effective and consistent response to the effect of this storm on the Industry and its employees;

Whereas the RAB Agreements contain provisions addressing the impact of common disasters on Industry employees (Apt Bldg Agmt Art. XIX § 35; Comm Bldg Agmt Art. XXI, § 40; Contrs Agmt Art. XVI, § 51);

Now, therefor, the RAB, on behalf of its members, and the Union agree to interpret and implement their agreements on such common disasters with respect to the September 1-2, 2021 storm, as follows:

1. An Employee covered by the above-listed RAB Agreements, whose shift was scheduled to start at or after 10:30 p.m. on September 1 through and including 8:00 a.m. on September 2, and who was unable to travel to their place of employment, will receive eight (8) hours of straight-time pay at that the employee’s regular rate.
2. Any hours paid to any employee pursuant to this Agreement shall not be counted toward the calculation of any overtime or premium pay, and such hours may not be pyramided with any other pay available under the RAB Agreements or otherwise.
3. This Agreement shall not be deemed to set any precedent between the parties with respect to the interpretation of the RAB Agreements, or for any other purpose, and shall not be presented in any proceeding, except as it relates to the enforcement of this Agreement.
4. This Agreement sets forth the entire agreement between the parties with respect to the subject matter hereof.

SEIU LOCAL 32BJ

By: 
Manny Pastreich, Secretary Treasurer

Date: 9/10/2021

REALTY ADVISORY BOARD ON LABOR RELATIONS, INC.

By: 
Howard Rothschild, President

Date: 9/10/21