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FOR IMMEDIATE RELEASE

THE REALTY ADVISORY BOARD ON LABOR RELATIONS (RAB) AND 32BJ SEIU (32BJ) REACH TENTATIVE LABOR AGREEMENT FOR NEW YORK CITY'S 30,000 RESIDENTIAL BUILDING SERVICE WORKERS

Both Sides Thoroughly Considered the Economic Hardships created by the COVID-19 Pandemic and Inflation to Reach a Fair and Reasonable Agreement

No Strike, Essential Workers Recognized for Outstanding Work with Substantial Contract Improvements for Both Sides

New York, NY (April 19, 2022) – The [Realty Advisory Board on Labor Relations](#) (RAB) today announced that it has reached a tentative labor agreement with 32BJ SEIU (32BJ), the union representing residential building service workers in Manhattan, Queens, Brooklyn, and Staten Island. The current contract, which expires at midnight on April 20, 2022, covers more than 30,000 residential building service workers, including doormen, porters, handypersons and building superintendents, in more than 3,000 RAB residential buildings.

RAB President Howard Rothschild said: “The industry is proud to have reached a fair agreement that will continue to create and support middle class jobs for more than 30,000 workers over the next four years. The agreement builds on the important work RAB and 32BJ accomplished together throughout the pandemic – protecting jobs and maintaining solid health benefits – and further shows the industry’s respect and appreciation for our essential workers with a substantial bonus. We would like to thank all residential building service workers for their tireless dedication and commitment during a tremendously challenging period.”

32BJ President Kyle Bragg said: “We have a deal! We got a deal done that protects healthcare, with no premium sharing. We got a deal done that protects paid time off. We got a deal done that provides the economic security our members need in a time of rising inflation. We got a deal done that our members have earned and deserved. This contract honors the indispensable contributions that 32BJ members made throughout the pandemic and includes pay bonuses – a powerful recognition of our members’ sacrifice. They were there, keeping our buildings running and our communities safe, when the city needed them most. 32BJ members are proud to show up to work every day and that includes tomorrow and the days ahead. I want to thank Howard

Rothschild and our negotiating partners at the RAB for working in good faith and reaching a fair deal for both sides.”

The average annual wage increase over the four-year agreement equals 3%, which will bring the total wage for a typical doorman to approximately \$62,000 by the end of the contract. The average annual wage and benefit increase will be 3.17% over the four-year contract. The agreement also includes a one-time \$3,000 bonus payable after ratification of the new agreement. Under this tentative labor agreement, New York City’s 32BJ members will continue to be among the highest paid residential building service workers in the country.

The RAB and 32BJ also continue to refine and improve one of the country’s best healthcare partnerships. The 32BJ Health Fund continues to be in strong financial shape thanks to the joint stewardship of RAB and 32BJ.

Furthermore, 32BJ members will continue to receive full family health insurance covering medical, dental, optical and prescription drug coverage. The employer’s healthcare costs will be controlled and contained over the next four years through RAB and 32BJ’s innovative health plan structures and collaborative efforts to continue to bend the cost curve. New provisions of the contract include the establishment of a labor management committee that will seek additional savings on hospital prices, with a goal of saving \$100 million or more per year.

Additionally, the new agreement includes provisions for a smoother grievance and arbitration process, and an expedited, reasonable and consistent process for all staffing adjustments, as well as an increased new hire probationary period.

The tentative agreement is subject to ratification by both the union membership and RAB board. Once ratified, the contract will extend to April 20, 2026.

The Realty Advisory Board on Labor Relations, Inc., (RAB)

The RAB was formed in 1933 as an organization through which employers in the building service industry could bargain with the union. The RAB represents building owners in one of the most unionized industries in New York City and its building service workers are among one of the highest paid in the country.

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