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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 17,000 COMMERCIAL BUILDING SERVICE WORKERS

The Contract Creates the Flexibility Needed by the Industry to Survive the Unprecedented Challenges Facing Commercial Real Estate

New York, NY (December 27, 2023) – The [Realty Advisory Board on Labor Relations](#) (RAB) today announced that it has reached a tentative labor agreement with SEIU 32BJ (32BJ), the union representing commercial building service workers in Manhattan, Queens, Brooklyn, and Staten Island. The current contract, which expires at midnight on December 31, 2023, covers more than 17,000 commercial building service workers, including office cleaners, maintenance workers, elevator operators, porters, lobby attendants and some security professionals, in more than 900 commercial RAB properties.

RAB President Howard Rothschild said: “We’re proud to come to an agreement that reflects the economic realities that commercial real estate faces by creating the flexibility the industry needs to survive for the long-term. Thank you to Manny Pastreich and the entire 32BJ team for working with us to find solutions that will benefit our workers and our industry.”

“It is fitting that we are closing out a year marked by worker mobilization with a victory for 20,000 working New Yorkers who form the backbone of this city’s economy and commercial real estate market,” said **32BJ President Manny Pastreich**. “The path to this tentative agreement was not easy. 32BJ members mobilized with intention this year and marched, 10,000-strong, up midtown to make crystal clear their priorities. And today we found a common path forward with the RAB that rewards workers appropriately and meets the moment for the New York City commercial real estate industry. We won a strong agreement that moves working New Yorkers forward. We appreciate Howard Rothschild’s leadership and good faith bargaining.”

The average annual wage increase over the four-year agreement equals 3.02%, which will bring the total wage for a typical employee to more than \$69,000 by the end of the contract. The average annual wage and benefit increase will be 2.93% over the four-year contract. The agreement also includes a one-time \$3,000 bonus payable after ratification of the new agreement and a 10% increase in the pension benefit for all future retirees.

The RAB and 32BJ continue to refine and improve one of the country's best healthcare partnerships. 32BJ members will retain full family health insurance covering medical, dental, optical and prescription drug coverage. Thanks to the joint stewardship of the RAB and 32BJ, employer healthcare premiums will increase at an average of less than 3% a year throughout the contract. Employer's healthcare costs will be controlled and contained over the next four years through innovative health plan structures and collaborative efforts to continue to bend the cost curve.

Additionally, given the challenges facing the industry, the new agreement includes a voluntary early retirement incentive program as well as a streamlined process for dealing with staffing levels and the changing utilization of space including that caused by remote work.

The tentative agreement is subject to ratification by both the union membership and RAB board. Once ratified, the contract will extend to December 31, 2027.

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 and cleaning contractors 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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