

COVID-19 EXTENTION AGREEMENT

The Undersigned Employers, signatories to the New Jersey Contractors Agreement (the "Employer"), and SEIU Local 32BJ (the "Union") enter into this Extension Agreement on the 20th day of April 2020 with an intent to be legally bound.

WHEREAS, the Employer and the Union entered into a Memorandum of Agreement and a Tolling Agreement on March 21 or shortly thereafter that modified certain terms of the NJCA in light of the State of Emergency caused by the COVID-19 pandemic; and

WHEREAS, many of the terms of the Memorandum of Agreement and Tolling Agreement are set to expire before the State of Emergency is lifted;

THEREFORE, the Employer and Union agreed:

1. All the terms of the March 21 Memorandum of Agreement and Tolling Agreement are hereby extended and shall remain in full force and effect until 30 days after the State of Emergency has been lifted or until August 1, 2020, whichever is earlier.
2. Paragraph 4 of the Memorandum of Agreement is modified to clarify that while exigent circumstances of the pandemic may compel the Employer to reduce force without advance notice to the Union, that Employer will use best efforts to provide advance notice of reductions where practicable (at least seven (7) days' notice is preferable where practicable). Though the parties intend for this provision to provide flexibility in adapting to rapidly evolving employment regulations and restrictions, no provision of this Memorandum of Agreement nor of any other interim agreement of the parties shall be construed to permit an Employer to reduce force without notice. The parties recognize that notice of reductions serve the important purpose of promoting conversations about alternative cost-saving measures that may preserve jobs.

Agreed to:

SEIU LOCAL 32BJ

By:

Kevin R. Brown
Kevin Brown, Vice President

Date:

April 20, 2020

ABM

Date:

By:

Fred Ward
Fred Ward

Allan Industries

Date:

By: John Rietzen

John Rietzen

Bravo Building Services

Date:

By: Frank Wardzinski

Frank Wardzinski

Collins Building Services

Date:

By: Jason Sardin

Jason Sardin

CRS Facility Services

Date:

By: Paul Carr

Paul Carr

SBM Site Services, LLC

Date:

4-21-20

By:

DWS

Dave Sweet