

## 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 Building Agreement, the 2020 RAB Contractors Agreement, the 2018 Apartment Building Agreement, the 2018 Resident Managers and Superintendents Agreement, the 2018 Long Island Apartment Building Agreement, the 2016 RAB Security Officers Agreement, and the 2016 RAB Window Cleaners Agreement (collectively the “Agreements”);

Whereas, the COVID-19 pandemic is impacting the building operations and building service workers throughout the City of New York;

Whereas, the parties desire to maintain stable labor relations during the COVID-19 pandemic, ensure an effective response to the public health crisis and the provision of essential services, minimize dislocation and mitigate the impacts on employees;

Whereas, certain buildings are experiencing difficulties in continued operations as a result of COVID-19 and these buildings may wish to offer enhanced compensation or benefits to covered employees;

Now therefore, the RAB, on behalf of its members, and the Union agree to the following:

1. The binding effect of the “Better Term or Condition of Employment” clause of the 2018 Apartment Building Agreement (Article III, Section 3), the 2020 Commercial Building Agreement (Article III, Section 2), and the 2020 Contractors’ Agreement (Article XVI, Section 1, 2<sup>nd</sup> Paragraph), and any other comparable or similar clause of any RAB industry-wide agreement with Local 32BJ (collectively, “BTC Clauses”), is inapplicable to any newly introduced enhanced compensation or benefit, implemented on or after March 6, 2020, and through and including the period ending 60 days from the date this Memorandum of Agreement is fully executed by the parties. The duration of this Memorandum of Agreement may be extended by mutual written consent of the Union and the RAB.

2. During the time this Memorandum of Agreement is in full force and effect, RAB member employers and contractors may provide enhanced compensation and benefits to incentivize employees in covered employment under the Agreements without creating a binding better term or condition of employment, or as applicable, a practice or course of dealing between the parties.

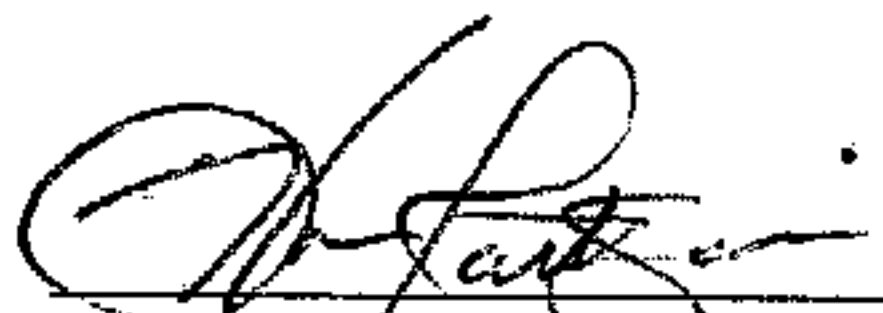
3. No provision of this Memorandum of Agreement may be construed so as to lower an existing wage or benefit covered by the BTC Clauses implemented prior to the date this Agreement is fully executed by the parties.

4. Employers will use their best efforts to provide reasonably prompt notice of the enhancement of compensation or benefits covered by this Memorandum of Agreement to the Union and to the RAB.

SEIU LOCAL 32BJ

REALTY ADVISORY BOARD ON  
LABOR RELATIONS INC.

By: \_\_\_\_\_  
David Prouty, General Counsel

By:  \_\_\_\_\_  
Howard Rothschild, President

Date: \_\_\_\_\_

Date: March 31, 2020