

## MEMORANDUM OF AGREEMENT

Whereas, SEIU Local 32BJ ("Union") and the Realty Advisory Board on Labor Relations Inc. ("RAB") on behalf of its assenting members ("Employers") are parties to the 2016 Window Cleaners Agreement (the "Agreement") which expired on December 31, 2019;

Whereas, the parties commenced negotiations over a successor collective bargaining agreement in February 2020 prior to the onset of the COVID-19 pandemic;

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

Whereas, due to the COVID-19 pandemic and the shelter in place orders which have been issued for New York City and the State of New York, the parties are unable to meet at this time for the purpose of concluding negotiations over a successor collective bargaining agreement but wish 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, and mitigate the impacts of this crisis on employees whose terms are subject to the Agreement;

Now, therefore, the RAB, on behalf of its assenting members, and the Union hereby agree to extend the term of the Agreement subject to the following modifications:

1. Contribution Rates to the 32BJ Funds:

Effective January 1, 2020, the Employer shall contribute to the Building Service Local 32BJ Health, Pension, SRSP and Legal Service Funds at the rates set forth in the 2020 R.A.B. Contractors Agreement, and the Employer shall continue to contribute to the Thomas Shortman Training Fund at the rate of \$208 per employee per year.

2. The parties shall resume negotiations over a successor collective bargaining agreement within 90 days of the lifting of the shelter in place orders governing New York City, including but not limited to negotiations over wage rates and hourly increases during calendar year 2020.

3. This Agreement shall terminate upon the conclusion of negotiations over a successor collective bargaining agreement or December 31, 2020, whichever is earlier.

SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 32BJ

REALTY ADVISORY BOARD ON LABOR  
RELATIONS, INC.

By:   
Kyle Bragg, President

By:   
Howard Rothschild, President

Date: April 8, 2020

Date: April 6, 2020