



Bronx Realty Advisory Board, Inc.
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MEMORANDUM

TO: Owners and Managing Agents of
Residential Buildings in the Bronx

FROM: William Schur
President

DATE: March 17, 2023

RE: 2023 Collective Bargaining Agreement
Between the BRAB and Local 32BJ

The Bronx Realty Advisory Board, Inc. (“BRAB”) and SEIU Local 32BJ (“Local 32BJ”) have reached agreement on the terms of the 2023 – 2027 collective bargaining agreement (the “Agreement”). Consistent with the BRAB’s negotiations history, the total actual cost increase from this contract to the 2019-2023 collective bargaining agreement is less than those corresponding increases for Co-Op City and the Building & Realty Institute of Westchester & The Mid-Hudson Region.

In recognition of the economic realities facing owners, managers, condominiums, and cooperatives in the Bronx, this Agreement is the only industry-wide agreement that we are aware of with SEIU Local 32BJ that includes an option to reopen the contract. The BRAB may give notice to terminate the Agreement by March 1, 2024, and reopen negotiations for *all purposes*. If the BRAB exercises this option, all economic increases to become effective after March 1, 2024 will be suspended pending negotiations between the BRAB and the Union. We are working hard to help improve the conditions in the industry, including insurance issues, housing court processes, and rent relief funding.

The Agreement provides for a continuation of the existing Agreement with the following additional modifications:

1. **Terms:** The Agreement is effective as of March 15, 2023 and expires on March 14, 2027.

2. **Wages Increases:**

- a. Effective March 15, 2023 - \$20.00 per week (\$0.50 per hour);
- b. Effective March 15, 2024 - \$24.00 per week (\$0.60 per hour);
- c. Effective March 15, 2025 - \$28.80 per week (\$0.72 per hour);
- d. Effective March 15, 2026 - \$30.00 per week (\$0.75 per hour).

3. **Minimum Wage Rate Increases:** Minimum wage rate increases as follows:

- a. In buildings with over 5 employees:

	Effective March 15, 2023	Effective March 15, 2024	Effective March 15, 2025	Effective March 15, 2026
Super /Handyperson	\$18.50 per hour	\$19.00 per hour	\$19.60 per hour	\$20.20 per hour
Others	\$17.00 per hour	\$17.50 per hour	\$18.10 per hour	\$18.70 per hour

- b. In buildings with 5 or less employees:

	Effective March 15, 2023	Effective March 15, 2024	Effective March 15, 2025	Effective March 15, 2026
All Employees	\$16.50 per hour	\$17.00 per hour	\$17.60 per hour	\$18.20 per hour

4. **Fund Contributions:**

- a. **Health Fund:** Increase per employee as follows:

- i. Effective April 1, 2023 - \$1,588.80 per month;
- ii. Effective April 1, 2024 - \$1,659.00 per month;
- iii. Effective April 1, 2025 - \$1,742.00 per month;
- iv. Effective April 1, 2026 - \$1,829.00 per month.

- b. **Pension Fund:** Effective April 1, 2023, contributions to the Pension Fund decrease from \$409 to \$400 per month per employee. This rate remains the same for the course of the contract.

- c. **Legal Fund:** No additional charge. The contribution rate remains \$9.00 per month per employee.

- d. **Training Fund:** No additional charge. The contribution rate remains \$14.13 per month per employee. The ninety (90) day waiting period for new hires to

participate in the Thomas Shortman Training, Scholarship and Safety Fund has been eliminated, without Employer contribution before the 90th day.

- e. **Supplemental Retirement Savings Plan:** No change. The contribution rate remains \$5.00 per week per employee.

5. **Electronic Records and Deductions Remittance.** Employers who are not currently accepting electronic records as valid written authorization or revocations and those not currently transmitting Deductions by ACH shall commence accepting electronic records and utilizing ACH no later than nine (9) months from the date the Employer first becomes signatory to this Agreement.

6. **Sick/Personal Days.** Upon request, Employees shall be allowed to use a personal day from their allotment to observe Juneteenth.

7. **Moving Expenses.** The moving expense cost for post-trial employees occupying living quarters as part of or incident to their employment increases to one thousand dollars (\$1,000.00). The prior rate was seven hundred fifty dollars (\$750.00).

8. **Grievance and Arbitration.** The grievance and arbitration process has been updated to align with Office of the Contract Arbitrator (“OCA”) protocols to help streamline the arbitration process, particularly for resident employees and reductions in force.

9. **Employer-Provided Apartments:** A provision was added to emphasize that an apartment provided by an employer for a resident employee and the associated utilities are not included as “wages” or “benefits” under the Fair Labor Standards Act, the New York State Labor Law, or any other applicable law. This is becoming relevant in litigation relating to claims for overtime pay.

10. **Holdovers.** In the event that a superintendent or any other employee with a rent-free apartment does not vacate the apartment, the employee will pay use and occupancy on the following updated bases effective March 15, 2023:

- a. For a basement apartment:
 - i. One bedroom - \$793.80 per month
 - ii. Two bedrooms - \$926.10 per month
 - iii. Three bedrooms - \$1,058.40 per month
- b. For a First-Floor apartment or above
 - i. One bedroom - \$1,021.03 per month
 - ii. Two bedrooms: \$1,312.75 per month
 - iii. Three bedrooms: \$1,604.47 per month

- c. On March 15, 2024, 2025 and 2026 respectively, monthly use and occupancy will increase by three percent (3%).

11. **Staff Reduction:** If parties cannot agree on staff reduction, the matter shall be referred to arbitration on a priority basis pursuant to OCA protocols. If the Employer desires to reduce its work force due to insufficient work, the contract provides for an expedited procedure to address this staff reduction request.

12. **Political Action Fund Contributions:** Effective March 14, 2024, the Employer agrees to deduct American Dream Fund or Political Action Fund contributions from employees' pay upon receipt of proper authorization.

13. **Joint Cooperation to Address Impact of Pandemic Legislation and Other Industry Challenges.** The Union and the BRAB agree to work together to promote the health and development of the Bronx real estate industry and job opportunities in the industry. The Union and the BRAB shall meet at least quarterly to advance these objectives.

14. **Language Changes:** In addition to the above changes, there are several date and language changes of a technical nature that will appear in the new Agreement. The assent to the new Agreement will be mailed to you as soon as possible.

W.S.