

Realty Advisory Board on Labor Relations, Incorporated

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Realty Advisory Board on Labor Relations, Inc.

Bulletin

July 31, 2015

No. 141 (General)

TO: Representatives of Memberships in the Realty Advisory Board on Labor Relations, Inc.

SUBJ.: Memorandum of Agreement concerning the impact of the snow storm and related transportation shutdowns of January 26, 2015 and January 27, 2015 on certain building workers.

We have enclosed a copy of the Stipulation of Agreement concerning the impact of the snow storm and related transportation shutdowns of January 26, 2015 and January 27, 2015 on certain building workers (the "Snow Storm Memorandum"). Members who are facing grievances arising out of the snow storm's impact should review the Snow Storm Memorandum and consult with the RAB concerning their rights and obligations.

If you have any questions about the implications of the Snow Storm Memorandum, please contact the RAB.

MEMORANDUM OF AGREEMENT

SEIU Local 32BJ and the Realty Advisory Board on Labor Relations, Inc. wishing to resolve issues regarding loss of pay relating to the snow storm and related transportation shutdowns of January 26, 2015 and January 27, 2015, hereby agree to the following:

1. This agreement covers the attached grievances that the Union has timely filed listed in Appendix A, for employees who had unpaid time for the periods described in paragraph 2 and 3.
2. Workers whose entire shift was during the period from January 26, 2015 at 11:00PM to January 27, 2015 at 9:00am, shall be paid eight hours common disaster day pay at their regular rate of pay as required under the collective bargaining agreements.
3. Workers whose January 27, 2015 shifts began at or before 9:00am and which ended after 9:00am and who did not report to their work location or reported late, shall be paid for their unpaid hours up to four hours' "common disaster" pay at their regular rate of pay.
4. The remaining hours of any shift covered by paragraph three above, shall be paid as sick pay or personal day or provided as unpaid leave, according to the worker's preference, unless the employee has already been paid such benefit.
5. If sick time is used as described in paragraph four, such time shall not be counted as one of the workers' five single days of paid leave and shall not count against the workers' eligibility for a perfect attendance bonus for 2015.
6. No worker who has already received more than 4 hours disaster pay for the period referenced in paragraph 3 shall have that disaster pay reduced.



SEIU Local 32BJ
July 29, 2015



Howard Rothschild, President
Realty Advisory Board
on Labor Relations, Inc.
July 29, 2015