



**REALTY ADVISORY BOARD
ON LABOR RELATIONS**

Collective Bargaining for
the Collective Good



| OUR MISSION

We advise and represent our members in the administration of their collective bargaining agreements and in matters concerning personnel and human resources. We negotiate labor agreements and represent our members in grievances and arbitrations.



OUR HISTORY

From its inception, the Realty Advisory Board on Labor Relations has believed that the representation of employers is best accomplished by working cooperatively with building workers and their legal representatives.

RAB was established in 1934 as a result of a building service employees strike and, through the years, has been concerned with labor-management relations and the numerous issues in the industry affecting wages, hours, and working conditions of the various groups of employees who service, maintain, and operate residential, office, and loft buildings.

In the ensuing years, RAB pioneered the implementation of benefit funds for building service employees and, in 1951, it helped establish the first joint employer-union welfare fund providing hospitalization, surgical, and group life benefits to approximately 25,000 workers. In 1957, agreements reached with commercial building owners created the industry's first pension plan and three years later over 1,000 employees were provided retirement benefits.

1934

RAB established

1951

Helped establish the first joint employer-union welfare fund

1957

Industry's first pension plan

In 1978, the Board became a multi-employer association which bound its members to the terms and conditions of negotiated agreements provided that the unions involved have full authority to negotiate a collective bargaining agreement without the need for subsequent ratification. That same year RAB, along with other partners, established the Office of the Contract Arbitrator where future arbitrations between the parties would be held.

In 1996 we were instrumental in resolving the longest strike in 50 years of industry history. Lasting 31 days in the depths of winter, we helped our members maintain most of their essential building operations and kept service disruptions to a minimum while negotiating a fair and acceptable contract settlement.

When disasters strike, RAB has worked to allay their devastating effects, including the attacks of September 11, 2001 when 28 union members lost their lives and 1,740 were left jobless, and the major losses related to Hurricane Sandy. In the former instance the parties agreed on the suspension of "bumping rights" until February of 2002, created a preferential hiring list for employees displaced as a result of the attacks, provided for the continuation of health benefits for families of the deceased as well as displaced workers, and supplemental unemployment benefits to those awaiting new positions. In the aftermath of Hurricane Sandy we again worked to extend benefits to affected employees, and avoided bumping issues in commercial buildings.

1978

1996

2001-Present

Became multi-employer
association

Resolved longest strike in 50 years

Allay effects of disasters

I OUR SERVICES

We negotiate collective bargaining agreements on behalf of owners and operators of real property with unions that represent their maintenance and operating employees.

The major unions representing employees in the building service industry are SEIU; Local 32BJ, who represents porters, cleaners, elevator operators, handypersons, doormen, window cleaners, security guards, and superintendents in both residential and commercial buildings; Local 94, Local 30, and Local 68, who represent operating engineers; and Local 670, and a Craft Group, who represent painters, plumbers, electricians, and carpenters.

Our agreements, although generally similar to the direct agreement between independent owners and unions, are preferable to direct agreements which contain some more onerous conditions, particularly in the area of force reductions, discrimination, venue, ever-green provisions, and management rights.

Membership in RAB entitles each member to come under the umbrella of our agreement with any cost for appearance before various arbitration forums being paid for by the Board rather than by the individual member. We will also represent members at these proceedings without additional charge.

We also sit on multiple committees where we serve as a representative of the building service industry and continue to negotiate collective bargaining agreements on behalf of our members who employ the major unions in the building service industry.





I MEMBERSHIP

Currently membership totals more than 1,000 commercial buildings, 3,000 residential buildings, and 1,200 new schools throughout New York City in addition to many building maintenance contractors who employ more than 20,000 members of Local 32BJ.

Since 2008 RAB has acted in an advisory capacity in negotiations held in Washington D.C., Virginia, Maryland, and site agreements in other states.

I BENEFITS OF MEMBERSHIP

The interests of the real estate industry are best served by this Board representing as many of the buildings and contractors employing unions as possible. With larger membership the ultimate agreements negotiated by the Board will inure to the benefit of all our members.

Membership in RAB entitles each member to come under the umbrella of our agreement with any cost for appearance before various arbitration forums being paid for by the Board rather than by the individual member. We will also represent members at these proceedings without additional charge.

Unions which negotiate with RAB agree to a "most favored nations" clause which means that if any employer negotiates a more favorable contract with the union, the more favorable contract applies to all RAB members. Our by-laws also provide that we notify all members prior to the commencement of collective bargaining so that they may withdraw from the negotiating group without discontinuing their membership.

Currently the multi-employer provision applies only to agreements negotiated with the SEIU, Local 32BJ in the commercial sector of the industry. All agreements negotiated on an industry wide basis must be approved by the Board of Directors as well as by the affected division of the Board.

I OUR TEAM

HOWARD ROTHSCHILD serves as President and Chief Executive Officer of the Realty Advisory Board on Labor Relations, Inc. For nearly four decades he has represented the real estate industry in labor negotiations, has participated in thousands of arbitrations, as well as represented employers in matters before Federal, State, and NYC courts and administrative agencies. Notably, he was a counsel of record before the Supreme Court of the United States, in *14 Penn Plaza LLC v. Pyett*, a seminal labor case that cemented arbitration as a foundation of organized labor relations. Howard is also an officer and trustee on the SEIU, Local 32BJ Funds and the Local 94, IUOE Funds and Committees, and is active in the funds' governance. The International Foundation of Employee Benefits Plans (IFEBP), which educates trustees and administrators of employee benefits plans, awarded Howard the designation of Master Trustee in 2010 and in 2023 awarded him the designation of Master Administrator.

A regular speaker in industry and legal professional circles, Howard volunteers extensively. He was appointed to the Board of Directors of the IFEBP in 2024, The 34th Street Partnership in 2021, The Outreach Project in 2013, The Bridge in 2012 and its Executive Committee in 2017, and Children-At-Play in 2010. He previously served on the Board of Trustees of the Solomon Schechter Day School of Raritan Valley (SSDSRV) for ten years and its Executive Committee for five years. Howard has been honored by Project Outreach, The Bridge, and SSDSRV for his commitment and devotion to these organizations.

A graduate of Hofstra Law School, Howard is admitted to practice law in New York State, as well as the Southern and Eastern Districts of New York, the United States Court of Appeals for the Second Circuit and the Supreme Court of the United States. Howard is also member of the New York State Bar Association, and the Real Estate Board of New York.

MICHAEL RIVITUSO is an attorney with the Realty Advisory Board on Labor Relations who is admitted to practice in New York. He is a 1980 graduate of Cornell University, School of Industrial and Labor Relations and a 1989 graduate of Fordham Law School.

Michael has been employed by the Realty Advisory Board since 1983. Michael represents employers in labor arbitrations and collective bargaining with Local 32BJ, Local 94, Local 30, and various other unions in the tri-state area.

For the past 25 years, Michael has been a committee member of Swim Across America – Long Island Sound Organization that consistently raises over \$1 million a year for research and family support. In 2010, Michael was awarded the Wald-Lee Vision Award by the Cancer Support Team.



ROBERT S. SCHWARTZ is Executive Vice President and Chief Operating Officer at the Realty Advisory Board on Labor Relations, Inc. ("RAB"). Robert is admitted to practice in New York and New Jersey. Robert's practice focuses on the representation of employers and management in all areas of labor and employment relations.


He has represented employers in state and federal court employment litigation, arbitrations, and administrative proceedings, including claims of unlawful discrimination, harassment, breach of contract, wage and hour violations, and tort claims. Robert also has experience representing clients in disputes arising from collective bargaining relationships and in advising clients on compliance with applicable labor laws. In addition, Robert has represented clients in matters involving violations of the securities laws, derivative actions, and fiduciary responsibilities.

Robert has lectured to attorneys and human resources personnel and written on issues employers face in complying with various labor and employment law topics, such as wage and hour issues under the Fair Labor Standards Act.

Robert received his Bachelor of Arts, with Honors in the Liberal Arts, from The Ohio State University in 2000. He received his law degree from Benjamin N. Cardozo School of Law in 2003, where he served as an Articles Editor for the Cardozo Journal of International and Comparative Law. Robert was also selected to Super Lawyers' 2014 and 2015 New Jersey Rising Star list. Prior to joining the RAB, Robert was an associate in the Labor and Employment Law Department of Proskauer Rose LLP.

HARRY WEINBERG, admitted to practice in New York, New Jersey and California, has represented employers in the building service industry since 1985 and handles grievances and arbitrations as well as administrative matters and defense of employment discrimination claims.


He served as President of the Service Employers Association and the Window Cleaning Employers Association, multi-employer bargaining associations consisting of building service and window cleaning employers until those groups were dissolved and merged into the RAB in 1999.



ALYCHIA BUCHAN comes to the RAB with over 15 years of extensive litigation and compliance experience. She has appeared in New Jersey and New York state and federal courts, appellate courts, arbitral tribunals (e.g., FINRA and AAA) and state and federal administrative agencies (e.g. Department of Labor, New Jersey Division on Civil Rights, and New York State Division of Human Rights).

Alychia also has significant experience counseling employers regarding a wide range of employment and labor law issues, including the development and implementation of employment policies and handbooks, accommodation of employees with disabilities, family and medical leave issues, wage and hour laws, employee terminations and general employee relations matters. Alychia was selected to the New Jersey Super Lawyers and Rising Star lists (2010 to 2019) and named as a “New Leaders of the Bar” by the New Jersey Law Journal (2014).

Prior to joining the RAB, Alychia was a Senior Associate in the Labor & Employment Law Department of Proskauer. There, the majority of Alychia’s practice was devoted to representing management in employment litigation. She specifically focused on defending companies and supervisors in discrimination, harassment, retaliation, wrongful discharge, tort and contract, wage and hour and restrictive covenant cases before federal and state courts, arbitral tribunals (e.g., FINRA and AAA) and civil rights agencies, including the Equal Employment Opportunity Commission, the New York State Division of Human Rights and New Jersey Division on Civil Rights.



ABIGAIL SOLE comes to the RAB with 12 years of labor relations experience. Her experience has been focused on representing employers and management in all areas of labor and employee relations.

Abigail has significant experience providing advice and counsel to employers on a multitude of labor relations issues. She has advocated on behalf of managers and employers in labor arbitrations, improper practice hearings, and impasse arbitrations. Abigail has also represented employers in collective bargaining with a variety of unions. Prior to joining the RAB, Abigail was the Deputy General Counsel at the Office of Labor Relations for the City of New York. Before working for the City, Abigail practiced labor relations at the MTA.

Abigail graduated, summa cum laude with her Bachelor of Science, from St. John's University in 2007. She received her law degree from St. John's Law School in 2010.

ELLIE SHEINWALD joined the RAB as an attorney in August 2021. She is licensed to practice law in New York and New Jersey.

Ellie is a 2016 graduate of the Joint Program between Columbia University and the Jewish Theological Seminary of America. She received her Bachelor of Arts in Political Science from Columbia, and her Bachelor of Arts in Modern Jewish Studies, magna cum laude, from the Seminary.

Ellie is a graduate of St. John's University School of Law. While attending law school, Ellie served as the President of the Public Interest Center and the President of the Jewish Law Students Association. Ellie worked as an Articles & Notes Editor on the New York International Law Review, where her note focusing on international employment standards was published. Ellie also received New York State Bar Association's Samuel M. Kaynard Memorial Student Service Award, which recognizes excellence in law students who intend to pursue a career in labor and employment law.

HUNTER CORMIER joined the Realty Advisory Board in August 2022 as a Law Clerk. She later learned she passed the Universal Bar Exam and intends to practice in New York.

Hunter received her law degree from Albany Law School in May 2022 where she graduated with Honors in her concentration in the field of International Law. While attending law school, Hunter provided pro bono legal service as a member of Albany Law School's Community Economic Development Clinic. There, Hunter counseled local entrepreneurs on business formation as well as employment and labor relations matters, which sparked her interest in pursuing a career in labor and employment law. In 2018, she graduated magna cum laude from Quinnipiac University with a Bachelor of Arts degree in Legal Studies.





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