

**SUMMARY OF THE LABOR AGREEMENT BETWEEN THE BRI
AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 32BJ**

Effective October 1, 2026¹ to September 30, 2030

New Wage and Benefit Rates

1. Article 19, Section H, Health Insurance Fund

Effective October 1, 2026	\$1,888 per month (current rate)
Effective January 1, 2027	\$1,926 per month (2%)
Effective January 1, 2028	\$1,965 per month (2%)
Effective January 1, 2029	\$2,004 per month (2%)
Effective January 1, 2030	rate to be determined by Fund but not to exceed \$2,095 per month (4.5% MAX)

2. Article 19, Section I, Retirement and Pension Fund

Increase pension contribution rates as follows:

Effective January 1, 2027	\$475 per month (5.5%)
Effective January 1, 2028	\$475 per month (0%)
Effective January 1, 2029	\$475 per month (0%)
Effective January 1, 2030	\$475 per month (0%)

3. Article 19, Section J and K Legal and Training Funds

Legal	Remains \$14.63 per month (0%)
Training	Remains \$16.13 per month (0%)

4. Article 10, Wages

The dollar amount of the wage increase applies to all employees in all categories. The percentage increases on wages have been calculated based on the minimum wage rate for “Other (porter, doorman, etc.)”, which is currently \$960.40 per week.

October 1, 2026	\$1.00/hour (\$40.00/week) 3.85%
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¹ Pending ratification by the 32BJ membership

October 1, 2027	\$1.00/hour (\$40.00/week) 3.71%
October 1, 2028	\$1.00/hour (\$40.00/week) 3.58%
October 1, 2029	\$1.00/hour (\$40.00/week) 3.45%

5. Health Insurance Payment Holiday:

For the months November 2026, December 2026, and January 2027 the Health Fund payment will be reduced to \$75/person. The savings shall be split as follows:

- For November and December the employees shall receive a bonus equal to 85% of the savings, and the Employer shall keep 15%.
- For January, the Employer keeps 100% of the savings. (This is a \$2,391.00 savings per person)

Overall Percentage Increases

Overall Increases -- Includes the total package of wages and benefits, calculated based on the average wage rate for all employees (which is currently \$27.40/hr) and reflecting the one-time savings from the Health Insurance Payment Holiday.

Year 1	0.53%
Year 2	2.97%
Year 3	2.88%
Year 4	3.48% if health plan increases by 4.5%
	2.32% if health plan only increases by 2% (as expected)

Average overall yearly increase with health fund increase of 4.5% in year 4= 2.49%

Average overall yearly increase with health fund increase of 2% in year 4= 2.32%

Highlights of Other Policy Changes

IMPORTANT NOTE: The following are only brief summaries of the changes as compared to the current contract. It is *strongly recommended* that when you receive a copy of the full contract, that you review it in its entirety, including policies not amended by this current agreement.

Additionally, the BRI will be scheduling webinar training sessions with Labor Counsel Matt Persanis to help you familiarize yourself with the contract. We expect to announce dates for these shortly.

Below is just a *brief* description of the changes.

- Grievance Procedure-- The time for Union to bring a grievance for terminations of superintendents has been reduced from 30 days to 21 days from the date of termination.
- Holdover employees-- If an employee refuses to vacate his/her apartment within 30 days of termination or after losing in arbitration, the employer may deduct up to \$750.00/week for the first for weeks from any compensation owed to that employee, escalating to \$1,000/week for all weeks after that.
- Retirement payout: Any new employees will not be eligible for the retirement payout until they have worked at least 15 years (up from 12).
- Any employee terminated for cause will no longer be entitled to any payout of unused vacation time.
- Employees must snake all non-mainline drains, including into the stack.
- Fund Arbitration: The Funds will not assess liquidated damages on any amount owed if the Employer contests any part of the audit, and either the Fund reduces the amount claimed or the Employer secures a reduction in the amount claimed at arbitration.
- Training Fund: Employers can require covered employees to attend up to one course per year.
- The Employer is now allowed to implement a phone app for punch in/punch out with no additional pay due to the employee and is only required to pay any fees charged by the app to the user.
- The new agreement also contains immigration enforcement language that protects both the Employer and the rights of the employees.

Please refer to www.buildersinstitute.org/events for future training sessions on the contract, or call 914-273-0730 with questions.