

**SUMMARY OF SETTLEMENT  
WITH SEIU, LOCAL 32BJ  
DECEMBER 2023**

This will summarize the recent settlement between BOLR and SEIU Local 32BJ for a new collective bargaining agreement covering the Philadelphia Suburbs and Delaware. This agreement has been ratified by the bargaining unit members and approved by the BOLR Board of Directors.

**ECONOMIC TERMS**

**1. Term**

Four years: December 16, 2023, through December 15, 2027.

**2. Wages**

Increases in Hourly Rates:

**Philadelphia Suburbs**

Effective <u>7/1/24</u>	Effective <u>7/1/25</u>	Effective <u>7/1/26</u>	Effective <u>7/1/27</u>	<u>Total</u>
\$1.00	\$.85	\$.80	\$.80	\$3.45

**Delaware**

	Effective <u>7/1/24</u>	Effective <u>7/1/25</u>	Effective <u>7/1/26</u>	Effective <u>7/1/27</u>	<u>Total</u>
<b>Wilmington</b>	\$.80	\$.80	\$.80	\$.80	\$3.20
<b>New Castle County</b>	\$.80	\$.80	\$.80	\$.80	\$3.20

3. **Health & Welfare**

**Philadelphia Suburbs**

Monthly Contribution Rate - The monthly contribution rate for regular full-time employees (regularly scheduled for 30 hours per week) is \$1,317. The monthly contribution rates as of the below dates are as follows:

Effective January 1, 2024	\$1,357
Effective January 1, 2025	\$1,398
Effective January 1, 2026	\$1,440
Effective January 1, 2027	\$1,483

**Delaware**

The monthly contribution rate for regular full-time employees (regularly scheduled for 35 hours per week) is \$709. The monthly contribution rates as of the below dates are as follows:

Effective January 1, 2024	\$730
Effective January 1, 2025	\$752
Effective January 1, 2026	\$775
Effective January 1, 2027	\$798

**Part-Time Employees**

The monthly contribution rate for regular part-time employees will remain at \$40 per month for the duration of the CBA.

4. **Industry Promotion Fund**

Effective January 1, 2024 – increase hourly contribution from \$.015 to \$.02.

Effective January 1, 2025 – increase hourly contribution rate to \$.03.

Effective January 1, 2026 – increase hourly contribution rate to \$.04.

Effective January 1, 2027 – increase hourly contribution rate to \$.045.

Items 1 - 4 above are the basic changes in the **Philadelphia Suburbs** economic terms, which represent a total increase over the four years of the new agreement in direct hourly costs of **\$4.76** for full-time employees and **\$3.48** for part-time employees. This represents for full-time employees a total increase of **17.8%** over the pre-negotiation hourly cost, or an average increase of **4.45%** per year; the yearly percentage increases are **4.9%**, **4.2%**, **3.9%**, and **3.7%**. For part-time employees, the overall increase is **20.5%**,

or an average annual increase of **5.1%**; the yearly percentage increases are **5.9%**, **4.8%**, **4.3%**, and **4.1%**.

The impact in **Delaware** is:

### **Wilmington**

The total increase over the four years of the new agreement in direct hourly costs of **\$3.835** for full-time employees and **\$3.245** for part-time employees. This represents for full-time employees a total increase of **19.4%** over the pre-negotiation hourly cost, or an average increase of **4.85%** per year; the yearly percentage increases are **4.9%**, **4.6%**, **4.4%**, and **4.2%**. For part-time employees, the overall increase is **21%**, or an average annual increase of **5.25%**; the yearly percentage increases are **5.3%**, **5%**, **4.7%**, and **4.5%**.

### **New Castle County**

The total increase over the four years of the new agreement in direct hourly costs of **\$3.835** for full-time employees and **\$3.245** for part-time employees. This represents for full-time employees a total increase of **19.6%** over the pre-negotiation hourly cost, or an average increase of **4.9%** per year; the yearly percentage increases are **4.9%**, **4.7%**, **4.5%**, and **4.3%**. For part-time employees, the overall increase is **21.3%**, or an average annual increase of **5.3%**; the yearly percentage increases are **5.6%**, **5%**, **4.8%**, and **4.6%**.

## **SIGNIFICANT LANGUAGE CHANGES**

### **1. Sign-One-Sign-All Recognition**

- The union insisted on adding its area-wide agreement in South Florida to the area agreements to which contractors covered by the Suburban/DE CBA agree to be bound. This had been added to the BOLR Contractors CBA in Philadelphia.
- The union was also adamant about contractors working under the BOLR CBA agreeing to be bound by various area-wide agreements to which other SEIU Locals around the country are party. While we were in the Philadelphia negotiations, the contractors in Pittsburgh, which included several who were part of our negotiations, agreed to a variant of the union's proposal after extensive back and forth. Because it was already agreed in the Philadelphia negotiations, we agreed to the Pittsburgh language and how it would be applied, including a written assurance that our contractors, if affected, would be able to negotiate with respect to riders to these other area-wide agreements if one their accounts covered by such an agreement were organized by the SEIU Local in the particular area.

2. **Expanded Recognition** – Coverage of BMCA terms was extended in Philadelphia to entertainment venues (concert halls, playhouses, or other venues of more than 50,000 square feet having live stage performances). This same coverage was added to the Suburban/DE CBA.
3. **Holidays** – Juneteenth Day was added as a holiday, with a provision that if a site was still operating that day, any employee who had to work would be paid at his/her straight-time rate and would be given a Floating Holiday to be scheduled mutually with the employer.
4. **Building Conversions** – The contractor is to give notice to union of the planned shutdown and conversion of the building and, upon the union’s request, discuss the impact on employees.
5. **Time in Effect for Discipline** – discipline will now remain in effect for purposes of subsequent discipline for 15 months regardless of the employee’s location.
6. **New Hire Packet and Union Meeting with New Hires** – At the time of hire, contractors will give to new employees an information provided by the union relating to union membership and check-offs of union dues and PAC contributions. The union is also to be given up to 30 minutes of paid time to meet with any new hire who is not already a member of the union.
7. **Holiday Pay** – Add requirement that employees work their full scheduled workday before and after a holiday to be eligible for holiday pay.
8. **Management Rights Provisions** – Add comprehensive management rights provisions.
9. **Schedules** – Add provision for discussion with union regarding customer requests for different schedule.
10. **New Side Letters**
  - Residential work in Philadelphia Suburbs
  - Application of language regarding contractor obligations under SEIU area-wide CBAs involving Locals other than 32BJ