



To: All Residents

Re: Local 32B-32J, SEIU Contract Expiration April 21, 2022

At midnight, Wednesday, April 20th, the present union labor contract for the building employees (excluding the Resident Manager/Superintendent) will expire. It is therefore a possibility that a strike by building employees may occur. Negotiations are presently underway between Local 32BJ SEIU, which represents the employees, and the Realty Advisory Board, which represents the buildings. Unfortunately, the process of the negotiations is such that we will not be aware of whether or not there will be a strike until shortly before the expiration of the existing contract.

The Board, Century Management and your Resident Manager/Superintendent have made and are continuing to make advance preparations in the event that a strike actually occurs. As the deadline nears, you will receive further information on these preparations.

This correspondence will describe in detail how a strike will affect your community and will outline possible procedures that will be put in place. We have also outlined your responsibilities as residents, and we have suggested specific areas which your assistance may be needed. Please read this material carefully and keep it readily available for reference in the event of a strike. The success of these measures will depend on your cooperation.

SECURITY AT BUILDINGS

The security of each building takes priority. As a result, we have engaged a third-party security guard company to provide security guards for buildings that require this service. For these buildings, residents will be required to show an identification card to the security guards to gain access to the building. Standardizing access cards will allow for the guards to expeditiously verify who is allowed into the property.

A representative of the security firm will begin to visit each building sometime in early April to meet with the Superintendent/Resident Manager to familiarize themselves with the general operation of the building.

ACCESS TO BUILDINGS

Century is in the process of setting up a digital QR system for resident access to each property. Once this system is ready, an additional communication will be provided on this process.

SUPERINTENDENT/RESIDENT MANAGER PREPARATIONS

Century has arranged a mandatory seminar for all Superintendents/Resident Managers to review proper procedures on how to avoid unexpected problems in the event of a strike.

RESIDENT INFORMATION/PREPARATIONS (some or all may be applicable)

- No move-ins or move-outs will be permitted.
- New alterations will not be permitted to start.
- Alterations that are already in progress at the start of the strike will be stopped.
- Compactors **may** be sealed and residents **may** be forced to hold recyclables inside their apartments.
- Manual elevators will, at the discretion of the Board, must be operated by resident volunteers.
- Delivery personnel (i.e. food/groceries, dry cleaning, pharmaceutical, etc.) must be met at the front door. Deliveries will not be permitted into the building.
- Large deliveries, such as furniture and appliances, will not be permitted.
- If building staff is responsible for sorting and/or delivering mail, resident volunteers will be necessary.

ACCESS TO BUILDING

No unauthorized visitors will be admitted to the building unless you are at home to authorize their entry. Repair personnel and contractors will only be permitted under emergency circumstances, and you must be home to allow access.

DELIVERIES

Since all traffic in the building will have to pass through the front lobby, residents are requested to keep deliveries to a minimum during the strike. Deliveries will not be accepted by the security guard, therefore, if you are getting a delivery, you must be available to claim them.

ELEVATOR SERVICE

Service elevator(s) will not operate during the strike. Automated passenger elevator(s) will be operating. Manually operated passenger elevator(s) will be shut down unless they are operated by resident/volunteers, who will first be required to take a brief training program from the building superintendent.

GARBAGE COLLECTION

The compactor in your building may not be operable during the strike. Please store bottles, newspapers, and other recyclables which are not health hazards in your apartment until after the strike.

EMERGENCY REPAIRS

Only emergency repairs will be performed during the strike.

CLEANING OF HALLS AND PUBLIC AREAS

During the strike, residents may be asked to keep the hallways clean and clear. Since porters will not be available, residents of each floor should monitor their hallways and do what they can to maintain cleanliness, including keeping the area outside their apartments clean.

LAUNDRY ROOMS

Use of the laundry facilities should be kept to a minimum during the strike. Please remember to keep the laundry room clean, use the machines properly and clean them after each use. It will be difficult to get service if breakdowns occur.

STORAGE AREAS

In the interest of security, bicycle rooms and storage rooms may be locked during a strike.

MOVE-INS/MOVE-OUTS AND ALTERATIONS

Moving into or out of the building will not be permitted during the strike. Alterations, whether ongoing or new, will not be permitted. Contractors that are currently working must make the apartment workplace safe and close up operations prior to April 20th.

MAIL

In buildings whose employees normally sort and/or distribute mail, it will be necessary for resident volunteers to do so. The post office requires that one individual be designated in advance to receive the mail. That person may be assisted in sorting the mail by other residents.

COMMUNICATION

We will continue to update residents as we get information. You can check our website – www.centuryny.com/32bjstrike for updates.

VOLUNTEERS

Management in conjunction with your board may request volunteers to assist with building operations.

Notices will be posted with any changes or updates regarding the strike and building operating procedures. As always, we at Century are committed to doing everything possible to protect the health, safety, and quality of life of all residents. Please do not hesitate to call your Property Manager if you have any questions or concerns.

