



▶ YOUR BUILDING NEEDS VOLUNTEERS2



▶ STRIKE IDENTIFICATION CARDS WILL BE NEEDED TO ACCESS YOUR BUILDING DURING A STRIKE2



▶ GARBAGE REMOVAL, DELIVERIES AND OTHER SERVICES WILL BE MODIFIED IF A STRIKE OCCURS.....2

SPECIAL STRIKE ISSUE

Volume 10 ◦ Issue 1

2006

Maxwell-Kates, Inc. *Management Vision*

ADDRESSING THE NEEDS OF
MAXWELL-KATES
MANAGED CONDOMINIUMS
AND CO-OPS SINCE 1986

This newsletter will provide a general overview of procedures that will be implemented if a strike takes place. YOU WILL RECEIVE SPECIFIC INSTRUCTIONS FROM YOUR BOARD, SUPERINTENDENT AND MAXWELL-KATES, INC. IN THE COMING WEEKS AS THE DEADLINE APPROACHES.

Possible Building Employee Strike Set for April 20th

The current contract between the owners of residential apartment buildings in New York City and the Local 32B-32J of the Service Employees International Union (which represents your building employees) will expire at midnight on April 20, 2006. If a new agreement between building owners and the union is not reached at such time, the union may decide to call its members out on strike.

Maxwell-Kates, Inc. is dedicated to ensuring that in the unfortunate event of a work stoppage, your safety and that of your

building is not compromised. We have developed contingency plans which will be implemented to maintain building operations. The success of these plans depend on your cooperation.

MKI will do everything possible to keep you informed of developments as they arise. Be sure to keep the strike procedures package for your building (which will be distributed in the coming weeks) handy and refer to it for information.



Should you have any questions pertaining to strike contingency plans, please contact your account executive or Michael Bogart, In-House Counsel at (212) 684-8282 x 6618 or mbogart@maxwellkatesinc.com

Rest assured MKI will work in concert with your board and superintendent to implement specific plans to ensure that the day-to-day operations of your property will run smoothly, efficiently and safely should a strike occur.



“But will it really happen??”

In preparation for a potential strike, Maxwell-Kates, Inc. has been in constant communication with the Realty Advisory Board, the body which negotiates on behalf of all residential apartment building owners. The consensus from our sources indicates that the contract negotiations will be “difficult” and that the potential for a strike is greater than at any time in the past ten years. The main issue at the negotiation table should be the rising cost of providing union health care benefits. Other issues likely to be discussed at the bargaining table include employee training, probationary periods, pension plans and wages. Consequently, it is imperative that we are ready for the prospect of a strike.



Building Security

In the event of a strike, nothing is more important than the security and safety of your building .

If a strike does occur, access to your building will be restricted to the front entrance door. Service and basement entrances will be closed and secured and no entry will be permitted. No one will be allowed beyond the lobby except for building residents, permanent guests, and domestic employees, all of whom must be able to produce building identification cards issued by Maxwell-Kates.

Resident volunteers will be needed to help staff the lobby from 8 am to midnight and, if your Board decides, private security guards may be hired to staff the lobby 24 hours per day. The security personnel will only admit those individuals who have a building ID card. These will be issued by your superintendent prior to the strike

deadline on April 20th. It is vital that should a strike be called, that you and all members of your household carry your building ID card at all times.

Residents are also urged to take extra safety precautions in their apartments. Be sure to keep your doors locked and open them only for people you know.

Security at the front door will not allow non-residents to enter the building without specific written permission from you unless you are home to receive them.

You should request a separate ID card for each member of your family, household staff and any permanent guests. If you have children, each child should

obtain an ID card. Also please request ID cards for your children's caregivers. If you have any other household staff, such as a housekeeper or dog walker, they should also be supplied with ID cards.

Request forms will be made available to you in the upcoming months. Please complete the forms and return them to the front desk as quickly as they can be completed. The building superintendent will distribute the ID cards during the week prior to the strike deadline.

Please remember to carry your ID card at all times and ensure that your children have their cards whenever they may be leaving the building.

Make sure you obtain extra strike ID cards for your household staff, including your dog walker, housekeeper or your child's caregiver

Strike will affect all building services

GARBAGE REMOVAL

All garbage cans will be removed from the service halls and compactor chutes will be not be used. Black plastic bags will be available to all residents at the front desk. **YOU WILL RECEIVE SPECIFIC INSTRUCTIONS ABOUT GARBAGE REMOVAL IN YOUR BUILDING PRIOR TO THE STRIKE.**

Recycling laws apply during the strike and such items should be stored in your apartment until they can be picked up. Your superintendent will let you know which day recycling is picked at your building.

DELIVERIES

All residents will be required to meet delivery persons in the lobby. No delivery persons will be allowed beyond the front lobby of the building. Packages may be accepted at the front door, but you will be required to sign for every package that is delivered to you. Please note that UPS drivers will not cross the picket line, so please be prepared to volunteer to help your building by accepting packages at the curb.

MAIL & NEWSPAPERS

The USPS will deliver mail to your building. If your building does not have mailboxes, volunteers will be needed to sort the mail. Newspapers will not be delivered to individual apartments. Instead, they will

be available to be picked up at the front desk.

ELEVATOR SERVICE

If your building has manual passenger elevators, they will be shut down unless residents volunteer to operate them. Automatic elevators, where available, will be operating as usual.

EMERGENCY REPAIRS

Your superintendent will remain on duty during the strike, however his main duty will be to oversee security. The superintendent will not make any non-emergency repairs to the building or to individual apartments. Please notify the superintendent promptly if you need emergency repair service.

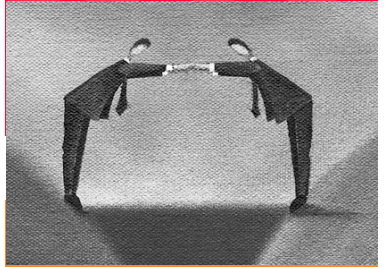
CONTRACTORS, REAL ESTATE BROKERS & MOVE-INS/OUTS

In the interest of building and resident security, no contractors, real estate brokers, appraisers, or other such personnel will be allowed into the building for the duration of the strike. Move-ins and move-outs will also be prohibited during the strike.

APARTMENT RENOVATIONS

Renovations in apartments that are in progress if a strike is called, will be suspended.

VOLUNTEERS NEEDED:



In order to maintain essential building services, **VOLUNTEERS ARE NEEDED.**

From 8 am to 12 midnight, residents will be asked to monitor the door in two-hour shifts, preferably two residents per shift. This responsibility is given to building residents since the security personnel will not know the residents and will not be authorized to accept deliveries or packages.

Daily sign up sheets will be posted in the lobby so that you can indicate when you and members of your family will be available. Volunteers should be at least 18 years of age.

A sign up chart will be posted near the front door so that residents can sign up for various duties during the strike. We urge you to volunteer as much time as possible to: ask for identification from those entering the building, sort mail (if applicable), receive deliveries, use the intercom to announce visitors, assist with moving garbage to the curb, and perform other tasks usually performed by the building staff.

Maxwell-Kates, Inc.
9 East 38th Street
6th Floor
New York, New York 10016

Phone: (212) 684-8282
Fax: (212) 684-8077

www.maxwellkatesinc.com