



June 23, 2015

Christine Berthet, Chair  
Barbara Davis, Co-Chair, Housing, Health and Human  
Services Committee  
Manhattan Community Board Four  
330 West 42<sup>nd</sup> Street, 26<sup>th</sup> Floor  
New York, NY 10036

Re: AvalonBay Communities, Inc. - Employee Benefits at Communities at West  
Chelsea

Dear Ms. Berthet and Ms. Davis,

As the Chief Operating Officer for AvalonBay Communities, Inc., I am responding to your recent letter addressed to Timothy Naughton, our Chief Executive Officer, in which you raised concerns regarding AvalonBay employee benefits and relations at AVA High Line and Avalon West Chelsea, our two new apartment communities located in the West Chelsea neighborhood. Tim and I reviewed your letter and value our relationship with the neighborhood and Manhattan Community Board 4 (CB4), and we appreciate the opportunity to address your concerns.

### **Prevailing Wages**

In your letter, you stated that CB4 was notified in a November 2014 meeting of the Board's Housing, Health and Human Services Committee that AvalonBay does not offer prevailing wages at our new West Chelsea communities. This is incorrect. Since opening, we have paid prevailing wages to our building service employees and we require third party firms whose employees perform building services at these communities to pay prevailing wages to their employees. In response to your letter, we confirmed with our third party vendors that they are paying their employees who work at our site prevailing wages.

## **Collective Bargaining**

You also stated in your letter that you were notified that we fail “to permit collective bargaining for building services’ employees” at our West Chelsea communities. This is also incorrect. We believe in the principle that associates have the right to decide for themselves whether or not they wish to organize and bargain collectively, and we fully comply with the National Labor Relations Act, which governs the relationship between most private employers and labor unions. AvalonBay fully recognizes our associates’ right to decide to be represented by a union, as well as their right not to be represented by a union. We believe that any such decision should be made by the employees through a government supervised secret ballot election after they have heard and considered all of the facts of both options. In fact, one such election was conducted in April 2014 affecting associates at two of our properties in New York City. In that election our associates voted against union representation.

We also expect and require that any third party vendors we hire to perform building services at our sites comply with the National Labor Relations Act and all applicable laws.

We are very proud of our two new West Chelsea communities and our commitment to the neighborhood and to our associates. I am glad you reached out to us with your concerns and I hope I have adequately addressed them with the relevant facts and other information.

Very truly yours,



Sean J. Breslin  
Chief Operating Officer

Cc: Timothy J. Naughton