

Summary of Attachment 6: Window Cleaners

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – SEIU Local 1877, AFL-CIO in effect from April 1, 2014 to March 31, 2017 (Attachment 7). **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to the **Attachment 6** for complete information on wages and fringe benefits.

		EMPLOYER PAYMENTS							STRAIGHT-TIME			OVERTIME						
Craft (Journey Level)	A	Basic Hourly Rate	B	Health and Welfare	Pension	C (varies, w/ increases at year 1, 3, 5, & 12)	D	Holidays (10 / year)	Sick & Funeral Leave (5 days / year)	Hours	Total Hourly Rate		G	1.5 X		G	2x	
Base	A	\$ 21.65	B	\$1,360.75 / month	\$ 3.42	C \$ 1.25		\$ 0.83	\$ 0.42	7.5	E, F \$ 27.57	+ Monthly health & welfare payment	E, F \$ 38.39	+ Monthly health & welfare payment	E, F \$ 49.22	+ Monthly health & welfare payment		
Leadman Base	A	\$ 22.90	B	\$1,360.75 / month	\$ 3.42	C \$ 1.32		\$ 0.88	\$ 0.44	7.5	E, F \$ 28.96		E, F \$ 40.41		E, F \$ 51.86			
Scaffold / Bos'n Chair	A	\$ 23.11	B	\$1,360.75 / month	\$ 3.42	C \$ 1.33		\$ 0.89	\$ 0.44	7.5	E, F \$ 29.20		E, F \$ 40.75		E, F \$ 52.31			
Leadman Scaffold / Bos'n Chair	A	\$ 24.36	B	\$1,360.75 / month	\$ 3.42	C \$ 1.41		\$ 0.94	\$ 0.47	7.5	E, F \$ 30.59		E, F \$ 42.77		E, F \$ 54.95			

Footnotes
A. This table shows wage rates as of April 1, 2015.

B. The Health and Welfare payment is paid in addition to the total hourly wage rate. This rate became effective April 1, 2014. These amounts are paid for employees who have worked for at least 975 hours and then worked a minimum of 75 hours in a subsequent calendar month. See Section 8 of the Agreement information on required benefits.

C. Vacation rates vary. The sample rate shown here are for an employee who works continuously for one employer for 5 years and receives 15 days vacation with pay. The actual rate may be higher or lower than the required rate. See Section 12 of the Agreement for details. All employees who work continuously for one employer for one year shall receive a minimum of 10 days of vacation with pay. Employees who work for 2 years employees receive 12 days; those who work for 5 years receive 15 days; those who work for 12 years receive 20 days. See Section 12 of the Agreement for details. See Section 12 the Agreement for details. The sample rate shown here is for an employee having had 12 years continuous service and receiving vacation benefits of 4 weeks with pay.

D. See Section 6 of the Agreement for designated holidays and details.

E. **The total hourly wage rate on the chart does NOT include the health and welfare amount.** The health and welfare amount is paid for eligible employees in addition to the total hourly rate. See Section 8 of the Agreement.

F. **Vacation rates vary, and the required Total Hourly Rate may be higher or lower than the amount shown here.** See footnote B and Section 12 of the Agreement for details. The sample vacation rate included here is for an employee having had 5 years' completed continuous service and receiving vacation benefits of 15 vacation days with pay.

G. Overtime work shall be on the following basis: Time and a half after 7 1/2 hours worked in a day and double time after 12 hours in a day. See Section 4 of the Agreement for details.