

Summary of Attachment 7: Parking Garage Attendants

This chart is the Office of Labor Standards Enforcement's summary of the collective bargaining agreement between Signatory Parking Operators and Teamsters Automotive Employees, Local 665 in effect from December 1, 2012 until November 30, 2015 (Attachment 5). **The chart does NOT include all the information contained in the collective bargaining agreement.** Please refer to **Attachment 7** for details of wages and fringe benefits.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME		
	Basic Hourly Rate	Health & Welfare	Pension	Vacation Increases after Years 1, 2, 5, 12, 20, and 25. (See Agreement)	D Holiday 12 / year	E Supplemental 401K Contribution	Hours	Total Hourly Rate	1.5 X	2x		
Journeyman	\$ 21.80	A \$990 / month	\$ 2.19	C, G \$ 1.26	\$ 1.01	\$ 0.25	8	F, G \$ 26.50	F, G \$ 37.40	F, G \$ 48.30		
1-6 months	\$ 14.50	A \$990 / month	B \$ 2.19	C \$ -	\$ 0.67	E \$ 0.25	8	F \$ 17.61	F \$ 24.86	F \$ 32.11		
7-12 months	\$ 15.00	A \$990 / month	\$ 2.19	C \$ -	\$ 0.69	\$ 0.25	8	F \$ 18.13	F \$ 25.63	F \$ 33.13		
13-18 months	\$ 16.50	A \$990 / month	\$ 2.19	C \$ 0.32	\$ 0.76	\$ 0.25	8	F \$ 20.02	F \$ 28.27	F \$ 36.52		
Class B Progression Rate	\$ 16.50	A \$990 / month	\$ 2.19	C, G \$ 0.95	\$ 0.76	\$ 0.25	8	F, G \$ 20.65	F, G \$ 28.90	F, G \$ 37.15		
1-6 months	\$ 14.00	A \$990 / month	B \$ 2.19	C \$ -	\$ 0.65	E \$ 0.25	8	F \$ 17.09	F \$ 24.09	F \$ 31.09		
7-12 months	\$ 14.75	A \$990 / month	\$ 2.19	C \$ -	\$ 0.68	\$ 0.25	8	F \$ 17.87	F \$ 25.25	F \$ 32.62		
13-18 months	\$ 16.00	A \$990 / month	\$ 2.19	C \$ 0.62	\$ 0.74	\$ 0.25	8	F \$ 19.79	F \$ 27.79	F \$ 35.79		
Foreperson	\$ 25.07	A \$990 / month	\$ 2.19	C, G \$ 1.45	\$ 1.16	\$ 0.25	8	F, G \$ 30.11	F, G \$ 42.65	F, G \$ 55.18		
1-6 months	\$ 16.68	A \$990 / month	B \$ 2.19	C \$ -	\$ 0.77	E \$ 0.25	8	F \$ 19.88	F \$ 28.22	F \$ 36.56		
7-12 months	\$ 17.25	A \$990 / month	\$ 2.19	C \$ -	\$ 0.80	\$ 0.25	8	F \$ 20.49	F \$ 29.11	F \$ 37.74		
13-18 months	\$ 18.98	A \$990 / month	\$ 2.19	C \$ 0.36	\$ 0.88	\$ 0.25	8	F \$ 22.66	F \$ 32.14	F \$ 41.63		

Footnotes

A. The employer pays premium and administrative cost of the Bay Area Automotive Group Welfare Plan for each eligible employee who worked 96 hours or more during the previous month. See Section 6 of the Agreement for details and information about benefits for new employees. The Union will make a "best effort" to maintain the premium of \$990 through the life of the Agreement.

B. For probationary employees hired on or after December 1, 2008, the Employer shall pay an hourly contribution rate of \$0.30 during the probationary period as defined in Section 2 of the Agreement.

C. Vacation rates vary based on the number of years of continuous service. See Section 5 of the Agreement for details. Each Employee having had 1 year completed continuous service shall receive 1 week of vacation with pay. After 2 years, the employee receives 2 weeks; after 5 years the employee receives 3 weeks; after 12 years, the employee receives 4 weeks; after 20 years, the employee receives 5 weeks; and after 25 years, the employee receives 6 weeks. The rate shown here is for an employee having had 5 years continuous service and receiving vacation benefits of 3 weeks with pay.

D. See Section 9 of the Agreement for designated holidays.

E. See Section 8 of the Agreement for details. During the first 3 months of employment, no contribution is required. In the 4th month & thereafter the contribution rate is \$0.25 (twenty-five cents) per hour.

F. **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 6 of the Agreement.

G. **Vacation rates vary, and the required Total Hourly Rate may be higher or lower than the amount shown here.** See footnote C and Section 5 of the Agreement for details. The sample vacation rate shown here is for an employee having had 5 years' completed continuous service and receiving vacation benefits of 3 weeks with pay.