

Summary of Attachment 5: Janitorial Services

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87 (Attachment 6). **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to **Attachment 5** for complete information on wages and fringe benefits.

	EMPLOYER PAYMENTS							STRAIGHT-TIME			OVERTIME			
Craft (Journey Level)	Basic Hourly Rate	Health and Welfare	Pension	Vacation D (2 wk after 1 yr., 3 wk after 5 yrs, 4 wk after 12 yrs)	Holidays F (10 / year)	Sick Days G (6 / year accrued)	Hours	H	Hourly Rate	H	1.5 X	G	2x	
Number of hours worked for any employer in the industry since June 1, 1983														
0-1950	A \$ 13.315	B \$1,068.12 / month	C \$ 1.7055	n/a	\$ 0.512	\$ 0.307	7.50	H	\$ 15.84	+ Monthly Health Trust Fund payment	H \$ 22.50	+ Monthly Health Trust Fund payment	H \$ 29.15	+ Monthly Health Trust Fund payment
1951-3900	A \$ 15.450	B \$1,068.12 / month	C \$ 1.7055	\$ 0.594	\$ 0.594	\$ 0.357	7.50	H	\$ 18.70		H \$ 26.43	H \$ 34.15		
3901-4850	A \$ 17.455	B \$1,333.85 / month	C \$ 1.7055	\$ 0.671	\$ 0.671	\$ 0.403	7.50	H	\$ 20.91		H \$ 29.63	H \$ 38.36		
Over 4850	A \$ 19.450	B \$1,333.85 / month	C \$ 1.7055	E \$ 1.122	\$ 0.748	\$ 0.449	7.50	H, I	\$ 23.47		H, I \$ 33.20	H, I \$ 42.92		

Forepersons with 10 or fewer employees

Number of hours worked for any employer in the industry since June 1, 1983

0-1950	A \$ 13.815	B \$1,068.12 / month	C \$ 1.7055	n/a	\$ 0.531	\$ 0.319	7.50	H \$ 16.37	+ Monthly Health Trust Fund payment	H \$ 23.28	+ Monthly Health Trust Fund payment	H \$ 30.19	+ Monthly Health Trust Fund payment
1951-3900	A \$ 15.950	B \$1,068.12 / month	C \$ 1.7055	\$ 0.613	\$ 0.613	\$ 0.368	7.50	H \$ 19.25		H \$ 27.23		H \$ 35.20	
3901-4850	A \$ 17.955	B \$1,333.85 / month	C \$ 1.7055	\$ 0.691	\$ 0.691	\$ 0.414	7.50	H \$ 21.46		H \$ 30.43		H \$ 39.41	
Over 4850	A \$ 19.950	B \$1,333.85 / month	C \$ 1.7055	E \$ 1.151	\$ 0.767	\$ 0.460	7.50	H, I \$ 24.03		H, I \$ 34.01		H, I \$ 43.98	

Forepersons with more than 10 employees

Number of hours worked for any employer in the industry since June 1, 1983

0-1950	A \$ 14.065	B \$1,068.12 / month	C \$ 1.7055	n/a	\$ 0.541	\$ 0.325	7.50	H \$ 16.64	+ Monthly Health Trust Fund payment	H \$ 23.67	+ Monthly Health Trust Fund payment	H \$ 30.70	+ Monthly Health Trust Fund payment
1951-3900	A \$ 16.200	B \$1,068.12 / month	C \$ 1.7055	\$ 0.623	\$ 0.623	\$ 0.374	7.50	H \$ 19.53		H \$ 27.63		H \$ 35.73	
3901-4850	A \$ 18.205	B \$1,333.85 / month	C \$ 1.7055	\$ 0.700	\$ 0.700	\$ 0.420	7.50	H \$ 21.73		H \$ 30.83		H \$ 39.94	
Over 4850	A \$ 20.200	B \$1,333.85 / month	C \$ 1.7055	E \$ 1.165	\$ 0.777	\$ 0.466	7.50	H, I \$ 24.31		H, I \$ 34.41		H, I \$ 44.51	

Footnotes:

- A. There shall be a twenty cent an hour premium for those employees working in the classifications and performing the duties of carpet and rug cleaning. See Section 8 of the Agreement for details.
- B. The Health and Welfare amounts listed are based on the benefit plan contribution rates effective March 2014. See rate notifications attached. These amounts are paid for employees who have been employed by the employer for at least 4 months worked at least 90 hours in the previous month. See Exhibit B of the Agreement information on required benefits. This amount is paid in addition to the total hourly wage rate.
- C. See Section 16 of the Agreement for details.
- D. All employees who have been in the service of the employer continuously for 1 year shall be granted 2 weeks of vacation with pay. After 5 years of continuous employment, employee receives 3 weeks. After 12 years, employee receives 4 weeks of vacation with pay. See Section 10 of the Agreement for details.
- E.. Vacation rates vary. (see footnote D above). The sample vacation rate shown here is for an employee who has been in the services of the employer continuously for 5 years and receives 3 weeks of vacation benefits.
- F. See Section 11 of the Agreement for designated holidays
- G. Regular employees who work continuously for the same employer for at least one (1) full year are entitled to 6 days of sick leave. Employees with at least 90 days of service with are also entitled to 3 days of paid bereavement leave following the death of an immediate family member. See Sections 12 and 13 of the Agreement for details.
- H. The total hourly wage rate on the chart does NOT include the health and welfare amount. The health and welfare amount must be paid, in addition to the total hourly rate, if the employee has worked 90 hours in the previous month.
- I. **Vacation rates vary, and the 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 12 years' completed continuous service and receiving vacation benefits of 4 weeks with pay. All employees who have been in the service of the employer continuously for 1 year shall be granted 2 weeks of vacation with pay. After 5 years of continuous employment, employee receives 3 weeks. After 12 years, employee receives 4 weeks of vacation with pay. See Section 10 of the Agreement for details.