

Admin Code 21C.2: Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services, a maintenance and cleaning services. The rates reflect 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, 2017 to March 31, 2020. Effective until superceded by a new determinaiton by the San Francisco Board of Supervisors.

EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Holiday	Hours	Total Hourly Rate	1.5 X	2 X	
Base	A, F \$23.55	C \$ 8.86	\$ 4.28	D \$ 1.36	\$ 0.91	7.5	\$ 38.96	\$ 50.74	\$ 62.51	
<i>Trainee 0 - 975 hours</i>	<i>B, F \$ 15.90</i>	<i>\$ -</i>	<i>\$ 4.28</i>	<i>\$ -</i>	<i>\$ 0.61</i>	<i>7.5</i>	<i>\$ 20.79</i>	<i>\$ 28.74</i>	<i>\$ 36.69</i>	
<i>Trainee after 975 hours</i>	<i>B, F \$ 16.90</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.65</i>	<i>\$ 0.65</i>	<i>7.5</i>	<i>\$ 31.34</i>	<i>\$ 39.79</i>	<i>\$ 48.24</i>	
<i>Trainee after 1950 hours</i>	<i>B, F \$ 17.90</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.69</i>	<i>\$ 0.69</i>	<i>7.5</i>	<i>\$ 32.42</i>	<i>\$ 41.37</i>	<i>\$ 50.32</i>	
<i>Trainee after 2925 hours</i>	<i>B, F \$ 18.85</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.73</i>	<i>\$ 0.73</i>	<i>7.5</i>	<i>\$ 33.45</i>	<i>\$ 42.88</i>	<i>\$ 52.30</i>	
Scaffold / Bos'n Chair	A, F \$25.01	C \$ 8.86	\$ 4.28	E \$ 1.44	\$ 0.96	7.5	\$ 40.55	\$ 53.06	\$ 65.56	
<i>Trainee 0 - 975 hours</i>	<i>B, F \$ 16.40</i>	<i>\$ -</i>	<i>\$ 4.28</i>		<i>\$ 0.63</i>	<i>7.5</i>	<i>\$ 21.31</i>	<i>\$ 29.51</i>	<i>\$ 37.71</i>	
<i>Trainee after 975 hours</i>	<i>B, F \$ 18.40</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.71</i>	<i>\$ 0.71</i>	<i>7.5</i>	<i>\$ 32.96</i>	<i>\$ 42.16</i>	<i>\$ 51.36</i>	
<i>Trainee after 1950 hours</i>	<i>B, F \$ 19.40</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.75</i>	<i>\$ 0.75</i>	<i>7.5</i>	<i>\$ 34.04</i>	<i>\$ 43.74</i>	<i>\$ 53.44</i>	
<i>Trainee after 2925 hours</i>	<i>B, F \$ 21.31</i>	<i>C \$ 8.86</i>	<i>\$ 4.28</i>	<i>\$ 0.82</i>	<i>\$ 0.82</i>	<i>7.5</i>	<i>\$ 36.09</i>	<i>\$ 46.75</i>	<i>\$ 57.40</i>	

Footnotes

A. Journeyperson rates must be paid to all employees with 3900 hours worked in the window cleaning industry. Inexperienced trainees may be hired by the Employer, provided that no journeyperson window cleaner shall be displaced as a result of such employment, except that the Employer may retain inexperienced trainee with longer seniority than newly hired journeypersons for the purpose of training only. **The ratio of any one (1) inexperienced employee to four (4) journeyperson window cleaners shall not be exceeded, except that shops employing less than (4) journeyperson window cleaners may hire not more than one (1) inexperienced trainee.**

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees are eligible for Health and Welfare after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a maximum payment of \$1440.05 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance, may still apply.

D. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. years. Until March 31, 2019, Vacation rates for the Base classification journeyperson are: **\$0.91** from 975 hours of work to 2 year of employment; **\$1.09** after 2 years of employment; **\$1.36** after 5 years; and **\$1.81** after 12 years. Sample rate shown in main table is after 5 years of employment. Vacation may be prorated for inexperienced trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

E. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, vacation payments are required for any month in which the employee works 75 hours. Vacation rates for the Scaffold / Bos'n Chair journeyperson classification are: **\$0.96** from 975 hours of work to 2 year of employment; **\$1.16** after 2 years; **\$1.44** after 5 years; **\$1.92** after 12 years. Sample rate shown in table is after 5 years of employment. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

F. **The basic hourly rate increases by \$0.65 on April 1, 2019 across all classifications.** The Holiday rates increase by **\$0.03** across all classifications. Rates for Health and Welfare, Pension remain unchanged until superseded by a new determination by the San Francisco Board of Supervisors. The increase in the vacation rates is **\$0.03** for employees with less than 5 years of employment; **\$0.04** for employees with more than 5 but less than 12 years of employment; and **\$0.05** for employees with 12 or more years of employment.