

## Summary of Attachment 14 : Loaders and Unloaders

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between Freeman Exposition Inc., GES/Global Experience Specialists, Curtin Convention & Exposition Services, Inc., and all other signatory employers within the greater San Francisco Bay Area and Teamsters Local 2785, Local 287 and Local 70 in effect from April 1, 2017 to March 31, 2020. The chart does NOT include all the information contained in the Collective Bargaining Agreement. Please refer to **Attachment 14** for complete information on wages and fringe benefits.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME HOURLY RATE			
	A	Basic Hourly Rate	Health & Welfare	Pension	Training	C	Vacation varies by hours worked and at 3, 10, and 20 years	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Drivers		\$ 36.02	\$ 14.68	\$ 9.13	\$ 0.25	\$	2.08	\$ 8.00	\$ 62.16	\$ 80.17	\$ 98.18
Forklift Operators		\$ 35.27	\$ 14.68	\$ 9.13	\$ 0.25	\$	2.03	\$ 8.00	\$ 61.36	\$ 79.00	\$ 96.63
Helpers		\$ 34.95	\$ 14.68	\$ 9.13	\$ 0.25	\$	2.02	\$ 8.00	\$ 61.03	\$ 78.51	\$ 95.98
Foremen	B	\$ 40.56	\$ 14.68	\$ 9.13	\$ 0.25	\$	2.34	\$ 8.00	\$ 66.96	\$ 87.24	\$ 107.52

### Footnotes

A. Casual hires are paid a 5% premium over listed rates

B. Foremen are paid 15% over the Forklift Operator rate

C. Vacation rates are calculated in chart based on 3 year seniority byt vary and have years of service tiers that range from 40% to 100% depending on Hours/Weeks/Days