

Summary of Attachment 6: 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 in effect from August 1, 2016 to July 31, 2020 (**Attachment 6**). **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to **Attachment 6** for complete information on wages and fringe benefits.

Craft (Journey Level)	EMPLOYER PAYMENTS						STRAIGHT-TIME			OVERTIME			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation (2 wk after 1 yr., 3 wk after 5 yrs, 4 wk after 12 yrs)	Holidays (10 / year)		Hours	Hourly Rate		1.5 X	2x		
Number of hours worked for any employer in the industry since June 1, 1983													
0-1950	A, B, C \$ 15.00	D \$1,105.95 / month	E \$ 2.13	n/a	\$ 0.58		7.50	I \$ 17.71	+ Monthly Health Trust Fund payment	I \$ 25.21	+ Monthly Health Trust Fund payment	I \$ 32.71	+ Monthly Health Trust Fund payment
1951-3900	A, B, C \$ 16.60	D \$1,105.95 / month	E \$ 2.13	\$ 0.638	\$ 0.64		7.50	I \$ 20.01		I \$ 28.31		I \$ 36.61	
3901-4850	A, B, C \$ 18.68	D \$1,406.55 / month	E \$ 2.13	\$ 0.718	\$ 0.72		7.50	I \$ 22.25		I \$ 31.59		I \$ 40.93	
Over 4850	A, B, C \$ 20.75	D \$1,406.55 / month	E \$ 2.13	G \$ 1.197	\$ 0.80		7.50	I, J \$ 24.88		I, J \$ 35.25		I, J \$ 45.63	

Footnotes:

- A. There shall be a **fifty cent (\$0.50) per hour premium** for those employees working in the classifications and performing the duties of **carpet and rug cleaning**. See Section 8.9 of the Agreement for details.
- B. There shall be a **one dollar (\$1.00) per hour premium** for Forepersons. See Sections 8.10-8.12 of the Agreement for details.
- C. **Full-time, fully dedicated restroom attendants will be paid an additional \$0.05 per hour.** See Section 8.13 of the Agreement for details.
- D. The **Health and Welfare** benefits are required for employees who have been employed by the employer for at least four months and worked at least the required number of hours in the previous month, depending on start date. This amount is paid in addition to the total hourly wage rate. The rates listed are based on the benefit plan contribution rates effective for May 2016. See rate notifications attached. See Exhibit B of the Agreement information on health and welfare coverage requirements.
- E. See Section 16 of the Agreement for details.
- F. 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.
- G. Vacation rates vary. (see footnote E 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.
- H. See Section 11 of the Agreement for designated holidays
- I. 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 have been employed by the employer for at least 4 months and worked 90 hours in the previous month.
- J. **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 with 5 years' of continuous service and receiving vacation benefits of 3 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.