

Attachment 10 Summary: Solid Waste Hauler

This chart estimates typical wage rates and fringe benefits required by the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT (**Attachment 10**) for Drivers in effect from January 1, 2012 to December 31, 2016. **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to **Attachment 10** for complete information on wages and fringe benefits. See Section 5 for basic hourly rates for other job classifications (such as Helper/Driver, Recycling Collector, etc.).

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME HOURLY RATE	
	A Basic Hourly Rate	C Vacation: Increases after Years 1, 2, 4, 7, 12, 20, and	E Holiday (12 / year)	E Health & Welfare	G Pension	H RSP (Retirement Health Insurance)	HOURS	HOURLY RATE	ESTIMATED RATE 1.5 X	ESTIMATED RATE 2 X	
Rates for Individual engaged in the hauling of Solid Waste as a Comercial Drivers or Route Leadperson Fantastic 3 who have been employed by the employer for 6 months prior to Jan. 1 2012 or for new hires after 36 months of employment.											
Commercial Driver / Route Leadperson Fantastic 3	A, B \$ 47.81	D \$ 2.76	\$ 2.21	F \$ 12.40	F \$ 8.28	G \$ 3.35	\$ 8.00	H \$ 76.81	I \$ 100.72	I \$ 124.62	

Footnotes

A. New Hire Wages: New hires shall work under the applicable percentage in the employee's classification. During 1st 12 months of employment - 80% of hourly wage. During 2nd 12 months of employment - 85% of hourly wage. During 3rd 12 months of employment - 90% of hourly wage. After completion of 36 months - 100% of hourly wage. See Section 5(e) of the Agreement for details.

B. Basic hourly rates increase a minimum of 3% and a maximum of 5 or 6% each year based on the increase in the BLS Consumer Price Index - All Urban Consumers for San Francisco-Oakland-San Jose area. See Section 5 of the Agreement for details.

C. Vacation rates vary based on length of employment. Employees are entitled to 1 week after 1 year of continuous employment; 2 weeks after 2 years; 3 weeks after 4 years; 4 weeks after 7 years; 5 weeks after 12 years; 6 weeks after 20 years; 7 weeks after 25 years; and 8 weeks after 30 years. Rate listed represents the vacation rate after 4 years. See Section 9 of the Agreement for details.

D. Vacation rates vary. (see Footnote C). The sample vacation rate shown here is for an employee who has been in the services of the employer continuously for 4 years and receives 3 weeks of vacation benefits.

E. Please see Section 8 of the Agreement for a list of recognized holidays.

F. Specific contribution requirements for Health and Welfare vary. Please refer to Section 11(a) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see attachment). They are estimates only. The Agreement provides that employees who work 80 hours per week or more per month receive the Recology Health, Life and Long-Term Disability Package.

G. Specific contribution pension requirements vary. Please refer to Section 11(e) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see following page). They are estimates only. Please contact the Teamsters Benefit Trust for detailed current rates.

H. Specific contribution requirements for Retirement Health Insurance vary. Please refer to Section 11(d) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see following page). They are estimates only.

I. Vacation rates, Health & Welfare, Pension, and Retirement Health Insurance Rates under this agreement all vary, and the actual Hourly Rate may be higher or lower than the estimate shown here. Please refer to the Collective Bargaining Agreement for complete requirements.