

Summary of Attachment 8: Parking Garage Attendants

This chart is the Office of Labor Standards Enforcement's summary of the SFO Garage and Parking Lot collective bargaining agreement by and between New South Parking California, G.P. and Teamsters Local Union No 665 from December 1, 2016 to November 30, 2019 (**Attachment 8**). **The chart does NOT include all the information contained in the collective bargaining agreement.** Please refer to **Attachment 8** for details of wages and fringe benefits.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS							STRAIGHT-TIME			OVERTIME		
	Basic Hourly Rate	Health & Welfare	Pension	Vacation Increases after Years 1, 2, 5, 12, 20, and 25. (See Agreement)	F Holiday 12 / year	G Supplemental 401K Contribution	Hours	Total Hourly Rate		1.5 X Basic Hourly Rate		2 X Basic Hourly Rate	
Journeyman	A, B \$ 23.73	C \$1109.05 / month	\$ 2.40	E, I \$ 1.37	\$ 1.10	\$ -	8	H, I \$ 28.59	\$1109.05 Monthly H&W	H, I \$ 40.46	\$1109.05 Monthly H&W	G, H \$ 52.32	\$1109.05 Monthly H&W
0-3 months	A, B \$ 16.50	C \$ -	D \$ 2.40	E \$ -	\$ 0.76	G \$ 0.30	8	H \$ 19.96		H \$ 28.21		G \$ 36.46	
4-12 months	A, B \$ 17.00	C \$1190.05 / month	\$ 2.40	E \$ -	\$ 0.78	\$ 0.30	8	H \$ 20.48	\$1109.05 Monthly H&W	H \$ 28.98	\$1109.05 Monthly H&W	G \$ 37.48	\$1109.05 Monthly H&W
13-16 months	A, B \$ 17.50	C \$1109.05 / month	\$ 2.40	E \$ 0.34	\$ 0.81	\$ 0.30	8	H \$ 21.34	\$1109.05 Monthly H&W	H \$ 30.09	\$1109.05 Monthly H&W	G \$ 38.84	\$1109.05 Monthly H&W

Footnotes

A. **Foreperson rates: 17.5% above the Journeyman rates specified in Rates of Pay.**

B. **Senior Lead Worker rates: 25% above the Journeyman rates specified in Rates of Pay.**

C. The Employer pays premium and administrative cost of the Bay Area Automotive Group Welfare Plan for each eligible employee who worked 96 hours or more during the previous month and have completed six months of service. See Section 6 of the Agreement for details and more information about benefits for new employees.

D. For probationary employees hired on or after December 1, 2008, the Employer shall pay an hourly contribution rate of \$0.30 during the probationary period as defined in Section 2 of the Agreement.

E. Vacation rates vary based on the number of years of continuous service. See Section 5 of the Agreement for details. Each Employee having had 1 year completed continuous service shall receive 1 week of vacation with pay. Employees hired after January 1, 2013 shall receive a pro-rata accrual of one-week vacation based on his/her date of hire during his/her first year of employment. After 2 years, the employee receives 2 weeks; after 5 years the employee receives 3 weeks; after 12 years, the employee receives 4 weeks; after 20 years, the employee receives 5 weeks; and after 25 years, the employee receives 6 weeks.

F. See Section 9 of the Agreement for designated holidays.

G. See Section 8 of the Agreement for details. During the first 3 months of employment, no contribution is required. In the 4th month & thereafter the contribution rate is \$0.30 per hour.

H. **The total hourly wage rate on the chart does NOT include the health and welfare amount.** The health and welfare amount is paid for eligible employees with at least six months of service, in addition to the total hourly rate. See Section 6 of

I. **Vacation rates vary, and the required 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 5 years' completed continuous service and receiving vacation benefits of 3 weeks with pay.