



Bureau of Labor Law

THE CITY OF NEW YORK
OFFICE OF THE COMPTROLLER
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WILLIAM C. THOMPSON, JR.
COMPTROLLER

December 15, 2004

TO ALL CITY AGENCIES

**ATTACHED IS ADDENDUM NO. 1, TO THE 230 PREVAILING WAGE
SCHEDULE, WHICH COVERS THE TITLES OF EXTERMINATOR
AND AIR CONDITIONING AND REFRIGERATION FOR THE PERIOD
DECEMBER 15, 2004 THROUGH JUNE 30, 2005. PLEASE NOTIFY
ALL CONTRACTORS OF THESE CHANGES.**

VERY TRULY YOURS,

**WILLIAM HELFMAN
DIRECTOR, CLASSIFICATION
AND DETERMINATIONS**

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

230 SCHEDULE OF PREVAILING WAGES AND SUPPLEMENTAL BENEFITS

ADDENDUM NO. 1, EXTERMINATOR AND AIR CONDITIONING AND
REFRIGERATION

EFFECTIVE PERIOD DECEMBER 15, 2004 THROUGH JUNE 30, 2005

CLASSIFICATION: EXTERMINATOR

WAGE RATE PER HOUR:	\$17.74
Effective February 1, 2005	\$18.57
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 4.83

OVERTIME: (2, 8) If an employee works six (6) consecutive days the 6th day is paid at time and on half. All work performed before regular starting time, or after eight (8) hours on any day, or on the sixth (6th) day of the regular work week, shall be paid for at time one-half the regular rate of pay. If required to work before the regular starting time, the employee shall never the less be paid for the eight (8) hour day beginning the regular starting time, in addition to the overtime pay for the work before the regular starting time. All work performed on Sunday shall be paid for at double the rate of pay except that employees hired on or after September 15, 1993 can be assigned any five (5) consecutive day work week without the requirement of double-time for Sunday. (See Overtime Legend).

Paid Holidays: (2, 5, 8, 9, 10, 11, 16, 20) Plus employee's birthday and two (2) additional holidays as floating holidays and one (1) additional day either for Martin Luther King's Birthday or Yom Kippur. All employees hired on or after February 1, 2001 shall not be entitled to floating holidays or a day off for their Birthday. See Holiday Legend.

Regular Work Day shall be any Eight consecutive hours from 6:00 A.M. - 8:00 P.M. with one hour off for lunch. A second shift can be worked and paid at an additional twelve dollars (\$12.00) per week.

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EFFECTIVE PERIOD DECEMBER 15, 2004 THROUGH JUNE 30, 2005

The Regular Work Week of day workers shall consist of forty (40) hours in any five (5) consecutive days Monday through Saturday, with two (2) consecutive days off. If a day worker works a split week by working one (1) or more days and one (1) or more nights, time and one half shall be paid for each night's work. If a day worker splits a week by working one (1) day and one or more nights, time and one-half shall be paid for each nights work.

The Regular Work Week of Night Workers shall consist of five (5) consecutive nights totaling forty (40) hours. Any employee required to work between 5:00 P.M. and 7:00 A.M. for any given eight (8) hours consecutively shall receive an additional forty (\$.40) cents per hour above the employees' regular straight time hourly rate. If a Night Worker works a split week by working one (1) or more nights and one (1) or more days, time and one-half the night rate shall be paid for each day worked. A night worker required to work on Saturday night shall be paid at time one half regardless of the number of nights the employee has worked during his regular work week.

Vacation: All employees hired before February 1, 2001 shall be be entitled to paid vacations as follows:

During the employees first 52 weeks of employment.....	1 week 5 days
During the employees second 52 weeks of employment..	2 weeks 10 days
After (5) years employment.....	3 weeks 15 days
After (15) years employment.....	4 weeks 20 days
After (21) years employment.....	21 working days
After (22) years employment.....	22 working days
After (23) years employment.....	23 working days
After (24) years employment.....	24 working days
After (25) years employment.....	5 weeks 25 days

Employees hired on or after February 1, 2001 shall receive the following vacation benefits:

During the first (52) weeks of employment.....	1 week 5 days
During the second (52) weeks of employment and thereafter..	2 weeks 10 days
After ten (10) years of employment.....	3 weeks 15 days

Continued on following page

Sick Leave:

Ten (10) paid sick days in each calendar year after one year of service. Employees who have continued employment to the end of the calendar year and have not used all sickness benefits shall be paid in the succeeding January for all unused sick leave. Unused sick leave paid in cash in January of each calendar year.

(Local 32 B/J)

CLASSIFICATION: **REFRIGERATION AND AIR CONDITIONER
MAINTENANCE AND INSTALLATION
SERVICE PERSON**

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Journey person	\$28.20	\$7.46
Effective January 1, 2005	\$28.70	\$7.71
Fourth Year of Employment	\$23.16	\$6.93
Effective January 1, 2005	\$23.57	\$7.15
Third Year of Employment	\$19.20	\$6.46
Effective January 1, 2005	\$19.54	\$6.66
Second Year of Employment	\$16.49	\$6.12
Effective January 1, 2005	\$16.78	\$6.30

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EFFECTIVE PERIOD DECEMBER 15, 2004 THROUGH JUNE 30, 2005

First Year (2nd six months of Employment)	\$13.70	\$5.83
Effective January 1, 2005	\$13.94	\$5.99
First Year (1st six months of Employment)	\$8.51	\$5.49
Effective January 1, 2005	\$8.66	\$5.65

1. **No First or Second year serviceperson employed on service or repair work shall be allowed to do any work in the field unless the worker is accompanied and supervised by one or more service mechanics except in the event of emergency arising when the Employer must use his own discretion as to sending First or Second year men out to answer calls.**

2. **For every three (3) servicemen or maintenance mechanics steadily employed, the Employer may employ one (1) First year or Second year person, and if acceptable to the Employer, shall be continuously employed for one (1) year.**

3. **First and Second year persons shall be allowed to perform the following work:**
 - 1) **Filter changing and maintenance thereof.**
 - 2) **Oil and greasing.**
 - 3) **Tower and coil cleaning, scraping and painting.**
 - 4) **General housekeeping.**
 - 5) **Delivery and truck driving of parts and/or equipment trucks.**
 - 6) **Taking of water samples.**

Continued on following page

EFFECTIVE PERIOD DECEMBER 15, 2004 THROUGH JUNE 30, 2005

VACATION:

Employees who have worked for Six (6) monthsone week.

Employees who have worked for One (1) year.....one week.

Employees who have worked for Sixty (60) months.....three weeks.

It is agreed however, that the third week of this vacation shall not be taken consecutively with the first two (2) weeks vacation.

Employees who have been employed six (6) months and who leave or are discharged prior to the period when they would have been entitled to their next vacation shall be paid accrued vacation money of one-twelfth (1/12) of the vacation pay he is entitled to for each month worked before his next vacation time. An employee will not be considered absent from work insofar as continuity of employment is concerned in the following instances: proven illness, jury duty, temporary military or navel training service, an agreed leave of absence.

SICK LEAVE:

Employees who have worked for one (1) year.....three days.

Employees who have worked for two (2) years.....five sick days.

In the event any employee has any unused sick leave, the full amount of unused sick leave shall be payable to the said employee on the Anniversary date of his employment.

PAID HOLIDAYS: (2, 3#, 4, 5#, 8#, 9, 10, 11#, 15, 16, 20) See Holiday Legend. # Double time and one half the regular hourly rate for work performed on these holidays.

OVERTIME: (2, 5, 8, 13,) See Overtime Legend.

(Local #638B)

EFFECTIVE PERIOD DECEMBER 15, 2004 THROUGH JUNE 30, 2005

This schedule of prevailing wages and supplemental fringe benefits must be posted at the public work site as required by New York State Labor Law § 231 (6).

LABOR LAW § 230 BUILDING SERVICE EMPLOYEES

In accordance with Labor Law §230 et seq. the Comptroller of the City of New York has promulgated this schedule of prevailing wages and supplemental benefits for building service employees engaged on building service contracts in excess of \$1,500.00. Prevailing rates are required to be annexed to and form part of the contract pursuant to §231 (4); however, only rates for trades anticipated by the contracting agency to be required on the work need be annexed to the contract.

Pursuant to §231 (4) contracting agencies that anticipate doing work that may require building service trades or classifications not included in this schedule, must request the Comptroller to establish a proper classification and wage determination for the work. Contractors using trades and/or classifications for which the Comptroller has not promulgated wages and benefits do so at their own risk.

Labor Law § 231 (6) requires contractors to post on the site of the work a current copy of this schedule of wages and supplements.

This schedule is applicable to work performed from July 1, 2004 through June 30, 2005, unless otherwise noted. Changes to this schedule are published on our web site www.comptroller.nyc.gov . Contractors must pay the wages and supplements in effect when the building service employee performs the work. Preliminary schedules for future one-year periods appear in the City Record on or about June 1 each succeeding year. Final schedules appear on or about July 1 in the City Record and on the our web site www.comptroller.nyc.gov .

Building service employees on public contracts must receive not less than the prevailing rate of wage and supplements for the classification of work performed. Contractors are solely responsible for maintaining original payroll records delineating, among other things, the hours worked by each employee within a given classification.

Employers may pay cash supplements; however, cash payments made in lieu of providing bona fide benefits is considered income to the employee. Employers providing bona fide benefits are credited for the cost of such benefits up to the hourly rate for benefits in the schedule for the trade or occupation at issue. Employers may combine cash supplements with in-kind supplements to meet the prevailing rate minimum.

Office of the Comptroller, City of New York

Particular attention should be given to the supplemental benefits requirement. Although in most instances the payment or provision for supplemental benefits is tied to hours worked, some classifications require the payment or provision of supplemental benefits at overtime or premium time rates. Contractors are advised to review the applicable collective bargaining agreements and the Comptroller's Prevailing Wage Schedule before bidding on public work. Any Prevailing Wage Rate error made by the Contracting Agency, whether in a contract document or other communication, will not preclude a finding against the contractor of prevailing-wage violation.

Because this schedule may not list each prevailing wage practice, contractors should familiarize themselves with the prevailing collective bargaining agreements. Please make appointments to inspect such agreements by calling (212) 669-4437, Monday through Friday between the hours of 9:00 A.M. and 5:00 P.M.

Answers to questions concerning premium rates and or prevailing trade practices may also be obtained from the Classification and Determination Unit by calling William Helfman, Director, at (212) 669-4440. Please direct all other compliance issues to; Bureau of Labor Law, Attn: William Helfman, Office of the Comptroller, 1 Centre Street, Room 1122, New York, N.Y. 10007; Fax (212) 815- 8672.

**William Helfman, Director
Classifications and Determinations
Bureau of Labor Law**

Office of the Comptroller, City of New York

HOLIDAY LEGEND

The Holidays listed below are to be paid at the prevailing rate the worker is classified.

- (1) None
- (2) New Years Day
- (3) Martin Luther King Jr. Day
- (4) Lincoln's Birthday
- (5) Washington's Birthday
- (6) President's Day
- (7) Good Friday
- (8) Memorial Day
- (9) Independence Day
- (10) Labor Day
- (11) Columbus Day
- (12) Election Day
- (13) Presidential Election Day
- (14) 1/2 day on Presidential Election Day
- (15) Veteran's Day
- (16) Thanksgiving Day
- (17) Day after Thanksgiving
- (18) Day Before Christmas
- (19) 1/2 day before Christmas Day
- (20) Christmas Day
- (21) Day before New Year's Day
- (22) 1/2 day before New Year's Day
- (23) Employees' Birthday

OVERTIME LEGEND

The following is an explanation of the code(s) listed in the OVERTIME section of each classification contained in this prevailing rate schedule. Additional requirements may also be listed in the OVERTIME section.

- (1) Time and one half the regular rate after a 7 hour day.
- (2) Time and one half the regular rate after an 8 hour day.
- (3) Double time the regular rate after a 7 hour day.
- (4) Double time the regular rate after an 8 hour day.
- (5) Time and one half the regular rate for Saturday.
- (6) Double time the regular time rate for Saturday.
- (7) Time and one half the regular rate for Sunday.
- (8) Double time the regular rate for Sunday.
- (9) Saturday may be used as a make-up day at straight time when a day is lost during that week to inclement weather.
- (10) Saturday and Sunday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather.
- (11) Regular straight time rate for work on a holiday.
- (12) Time and one half the regular rate for work on a holiday.
- (13) Double time the regular rate for work on a holiday.
- (14) Triple time the regular rate for work on a holiday.

NOTE: Benefits are paid for EACH HOUR WORKED unless otherwise noted.

SECTION 230 PREVAILING WAGE INDEX
JULY 1, 2004 – JUNE 30, 2005

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Office of the Comptroller, City of New York

CLASSIFICATION: ALARM TECHNICIAN (REPAIR AND MAINTENANCE)

(Scope of Work - Inspect, test, repair, and replace defective, malfunctioning, or broken devices, components and controls of Fire, Burglar and Security Systems)

WAGE RATE PER HOUR:	\$24.37
Effective July 10, 2004	\$25.07

SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$9.28
Effective July 10, 2004	\$9.50

OVERTIME: (2, 5, 8, 14) See Overtime Legend.

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 12, 16, 17, 20, plus one personal day per year). See Holiday Legend.

NIGHT DIFFERENTIAL is based upon a 10% differential between the hours of 4:00 P.M. and 12:00 P.M. and a 15% differential for the hours 12:00 P.M. to 8:00 A.M.

VACATION:

At least one year of employment - 2 weeks vacation
Five years or more of employment - 3 weeks vacation
Ten Years of employment - 4 weeks vacation

SICK DAYS: One day per year.

(Local #3)

CLASSIFICATION: BOILER SERVICEPERSON/TANK CLEANER MECHANIC

(LOW PRESSURE)

WAGE RATE PER HOUR:	\$18.30
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SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$3.49
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PAID HOLIDAYS: (2, 3, 5, 8, 9, 10, 11, 12, 15, 16, 20, plus employees birthday)
See Holiday Legend.

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Office of the Comptroller, City of New York

VACATION:

Six months of service - three days.

Eight months of service – four days

Ten months of service – five days

Two years of service - two weeks.

Seven years of service with the same employer - three weeks.

SICK LEAVE:

6 sick days in each calendar year for employees who have been employed for at least one year, but less than two years; 8 sick days in each calendar year for employees who have been employed between two and three years; 10 sick days in each calendar year for employees who have been employed for more than three years.

OVERTIME: (2, 5, 8, and 13). See Overtime Legend.

(Contract Expired February 29, 2004)

(Local #32 B/J)

CLASSIFICATION: LOFT CLEANING

LOFT BUILDING CLASS "A": (Over 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.35
Foreperson	\$20.25
Starter	\$20.25
Cleaner/Porter, Elevator Operator	\$18.54

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day).
See Holiday Legend.**

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Office of the Comptroller, City of New York

- * May be exchanged for Yom Kippur or a personal day**
- # May be exchanged for Lincoln's birthday, Veteran's Day and/or day after Thanksgiving.**

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

15 years of work but less than 25 years of work - four weeks.

Five years of work but less than 15 years of work - three weeks.

25 years or more of work - five weeks.

SICK LEAVE:

Ten sick days per year. Unused sick leave paid in the succeeding January, one full day pay for each unused sick day.

OVERTIME: (2, 5, 7, and 12 in addition to the day's pay) See Overtime Legend.

NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE SHALL BE PAID THE FULL WAGE RATE.

NEW EMPLOYEE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE New York CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

Office of the Comptroller, City of New York

CLASSIFICATION: LOFT CLEANING

LOFT BUILDING CLASS "B": (Over 120,000 and less than 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.28
Foreperson	\$20.21
Starter	\$20.21
Cleaner/Porter, Elevator Operator	\$18.49

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day)
See Holiday Legend.**

*** May be exchanged for Yom Kippur or a personal day.**

May be exchanged for Lincoln's birthday, Veteran's Day and/or day after Thanksgiving.

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

25 years or more of work - five weeks.

SICK LEAVE:

Ten sick days per year. Unused sick leave paid in the succeeding January, one full day pay for each unused sick day.

OVERTIME: (2, 5, 7, and 12 in addition to the day's pay). See Overtime Legend.

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Office of the Comptroller, City of New York

NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE SHALL BE PAID THE FULL WAGE RATE.

NEW EMPLOYEE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE NEW YORK CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

CLASSIFICATION: LOFT CLEANING

LOFT BUILDING CLASS "C": (Less than 120,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.15
Foreperson	\$20.06
Starter	\$20.06
Cleaner/Porter, Elevator Operator	\$18.45

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day).
See Holiday Legend.**

Continued on following page

Office of the Comptroller, City of New York

- * May be exchanged for Yom Kippur or a personal day**
- # May be exchanged for Lincoln's birthday, Veteran's Day and/or day after Thanksgiving.**

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

25 years or more of work - five weeks.

SICK LEAVE:

Ten sick days per year. Unused sick leave paid in the succeeding January, one full day pay for each unused sick day.

OVERTIME: (2, 5, 7, and 12 in addition to the day's pay) See Overtime Legend

NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE SHALL BE PAID THE FULL WAGE RATE.

NEW EMPLOYEE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE NEW YORK CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

(Local #32 B/J)

(Contract expires December 31, 2004)

Office of the Comptroller, City of New York

CLASSIFICATION: OFFICE CLEANING

OFFICE BUILDING CLASS "A": (Over 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.40
Foreperson	\$20.29
Starter	\$20.29
Cleaner/Porter, Elevator Operator	\$18.57

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day).
See Holiday Legend.**

*** May be exchanged for Yom Kippur or a personal day.**

**# May be exchanged for Lincoln's birthday, Veteran's Day, and/or
day after Thanksgiving.**

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

SICK LEAVE:

**Ten sick days per year. Unused sick leave paid in the succeeding January,
one full day pay for each unused sick day.**

OVERTIME: (2, 5, 7, and 12 in addition to the day's pay) See Overtime Legend.

**NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE
EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING
RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON
COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE
SHALL BE PAID THE FULL WAGE RATE.**

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Office of the Comptroller, City of New York

NEW HIRE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE NEW YORK CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

CLASSIFICATION: OFFICE CLEANING

OFFICE BUILDING CLASS "B": (Over 120,000 and less than 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.37
Foreperson	\$20.25
Starter	\$20.25
Cleaner/Porter, Elevator Operator	\$18.54

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day).
See Holiday Legend.**

*** May be exchanged for Yom Kippur or a personal day.**

May be exchanged for Lincoln's birthday, Veteran's Day and/or day after Thanksgiving.

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Office of the Comptroller, City of New York

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

25 years or more of work - five weeks.

SICK LEAVE:

Ten sick days per year. Unused sick leave paid in the succeeding January, one full days pay for each unused sick day.

OVERTIME: (2, 5, 7, and 12 in addition to the day's pay). See Overtime Legend.

NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE SHALL BE PAID THE FULL WAGE RATE.

NEW HIRE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE NEW YORK CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

Office of the Comptroller, City of New York

CLASSIFICATION: OFFICE CLEANING

OFFICE BUILDING CLASS "C": (Less than 120,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$20.32
Foreperson	\$20.11
Starter	\$20.11
Cleaner/Porter, Elevator Operator	\$18.50

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 4.83

**PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20, plus one personal day).
See Holiday Legend.**

*** May be exchanged for Yom Kippur or a personal day.**

**# May be exchanged for Lincoln's birthday, Veteran's Day and/or day
after Thanksgiving.**

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

25 years or more of work - five weeks.

SICK LEAVE:

**Ten sick days per year. Unused sick leave paid in the succeeding January,
one full days pay for each unused sick day.**

OVERTIME: (2, 5, 7, 12 in addition to the day's pay). See Overtime Legend.

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Office of the Comptroller, City of New York

NEW EMPLOYEES: EFFECTIVE FEBRUARY 4, 1996, A NEW HIRE EMPLOYED IN THE PORTER/CLEANER TITLE, MAY BE PAID A STARTING RATE OF EIGHTY (80%) OF THE HOURLY RATE PUBLISHED ABOVE. UPON COMPLETION OF THIRTY (30) MONTHS OF EMPLOYMENT, THE NEW HIRE SHALL BE PAID THE FULL WAGE RATE.

NEW HIRE SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 3.42

UPON COMPLETION OF TWO YEARS OF EMPLOYMENT THE NEW HIRE RECEIVES THE FULL SUPPLEMENTAL BENEFIT RATE.

THIS PROVISION SHALL NOT APPLY TO ANY EXPERIENCED EMPLOYEE ("EXPERIENCED EMPLOYEE") WHO WAS EMPLOYED IN THE NEW YORK CITY BUILDING INDUSTRY ("INDUSTRY") AS OF FEBRUARY 3, 1996. "EXPERIENCED EMPLOYEE" SHALL BE DEFINED AS A PERSON WHO HAS WORKED FOR THIRTY (30) DAYS IN THE "INDUSTRY" WITHIN THE 24 MONTHS IMMEDIATELY PRECEDING HIRING (EXCLUDING EMPLOYMENT AS A VACATION RELIEF).

(Local #32 B/J)

(Contract expires December 31, 2004)

CLASSIFICATION: RESIDENTIAL CLEANING

RESIDENTIAL BUILDINGS CLASS "A": Residential Buildings Class "A": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$4000.00 a room.

<u>Title</u>	<u>Wage Rate Per Hour</u>
Handyperson	\$19.22
Effective April 20, 2005	\$19.77
Cleaner/Porter	\$17.44
Effective April 20, 2005	\$17.94
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 4.76

Continued on following page

Office of the Comptroller, City of New York

VACATION:

6 Months	3 working days
1 Year.....	2 weeks
5 Years.....	3 weeks
15 Years	4 weeks
21 Years.....	21 working days
22 Years.....	22 working days
23 Years.....	23 working days
24 years.....	24 working days
25 years.....	5 weeks

SICK LEAVE: After one year of service - 10 days per year.

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 12, 16, 20, plus one personal day).
See Holiday Legend. Plus one of the following holidays: Lincoln's Birthday,
Good Friday, Yom Kippur or a Muslim Holiday.

OVERTIME: (2, time and one half for the 6th day, 8, 13). See Overtime Legend.

(Local 32B/J)

CLASSIFICATION: RESIDENTIAL CLEANING

RESIDENTIAL BUILDINGS CLASS "B": Residential Buildings Class "B": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$2000.00 a room and not over \$4000.00 a room.

<u>Title</u>	<u>Wage Rate Per Hour</u>
Handyperson	\$19.16
Effective April 20, 2005	\$19.71
Cleaner/Porter	\$17.38
Effective April 20, 2005	\$17.88

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.76

Continued on following page

Office of the Comptroller, City of New York

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 12, 16, 20, plus one personal day).
See Holiday Legend. Plus one of the following holidays: Lincoln's Birthday,
Good Friday, Yom Kippur or a Muslim Holiday.

VACATION:

6 Months3 working days
1 Year.....2 weeks
5 Years.....3 weeks
15 Years4 weeks
21 Years.....21 working days
22 Years.....22 working days
23 Years.....23 working days
24 years.....24 working days
25 years.....5 weeks

SICK LEAVE: After one year of service - 10 days per year.

OVERTIME: (2, time and one half for the 6th day, 8, 13) See Overtime Legend.

CLASSIFICATION: RESIDENTIAL CLEANING

RESIDENTIAL BUILDINGS (CLASS "C") Residential Buildings Class "C":
buildings where the assessed value of the land and building, based upon the 1935
assessment, divided by the number of rooms in the building, gives An assessed
value of \$2000.00 or less a room.

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$19.10
Effective April 20, 2005	\$19.65
Cleaner/Porter	\$17.33
Effective April 20, 2005	\$17.83
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 4.76

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Office of the Comptroller, City of New York

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 12, 16, 20, plus one personal day).
See Holiday Legend. Plus one of the following holidays: Lincoln's Birthday,
Good Friday, Yom Kippur or a Muslim Holiday.*

VACATION:

6 Months3 working days
1 Year.....2 weeks
5 Years.....3 weeks
15 Years4 weeks
21 Years.....21 working days
22 Years.....22 working days
23 Years.....23 working days
24 years.....24 working days
25 years.....5 weeks

SICK LEAVE:

After one year of service - 10 days per year.

OVERTIME: (2, time and one half for the 6th day, 8, 13) See Overtime Legend

(Local #32 B/J)

CLASSIFICATION: PARKING LOT CLEANER - FLOOR PERSON

	<u>Wage Rate Per Hour</u>
"A" Level Worker	\$13.81
"B" Level Workers	
-Hired prior to 2/6/92	\$ 8.81
-Hired on or after 2/6/92	\$ 7.50
-Hired on or after 3/4/96	\$ 7.30
-Hired on or after 3/3/97	\$ 7.10
-Hired on or after 3/2/98	\$ 6.90
-Hired on or after 3/6/99	\$ 6.80
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$1.28 (after six months of employment.)
	\$2.07 (after three years of employment.)

Continued on following page

OVERTIME: Time and one half the regular hourly rate after 40 hours in any work week.

Twenty days per year during each of the eleventh and each succeeding Year of employment.

Twelve days during the sixth and each succeeding year of employment.

(Contract Expired March 5, 2004)

(Local 272)

Regular Work Day is 8:00 A.M. - 5:00 P.M. or 7:00 A.M. – 4:00 P.M. with one hour off for lunch. A second shift may be instituted from 10:00 A.M. to 9:00 P.M. and paid an additional twelve dollars (\$12.00) per week.

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Office of the Comptroller, City of New York

The Regular Work Week of day workers shall consist of forty (40) hours in any five (5) consecutive days Monday through Saturday, with two (2) consecutive days off. If a day worker works a split week by working one (1) or more days and one (1) or more nights, time and one half shall be paid for each night's work.

Shift Rate: The regular workweek of night workers shall consist of five (5) consecutive nights totaling forty (40) hours. Any employee required to work between 5:00 P.M. and 7:00 A.M. for any given eight (8) hours consecutively shall receive an additional forty (\$.40) cents per hour above the employees' regular straight time hourly rate. A night worker required to work on Saturday night shall be paid at time one half regardless of the number of nights the employee has worked during his regular workweek.

Vacation: All employees hired before February 1, 2001 shall be entitled to paid vacations as follows:

During the employees first 52 weeks of employment.....	1 week 5 days
During the employees second 52 weeks of employment.....	2 weeks 10 days
After (5) years employment.....	3 weeks 15 days
After (15) years employment.....	4 weeks 20 days
After (21) years employment.....	21 working days
After (22) years employment.....	22 working days
After (23) years employment.....	23 working days
After (24) years employment.....	24 working days
After (25) years employment.....	5 weeks 25 days

Employees hired on or after February 1, 2001 shall receive the following vacation benefits:

During the first (52) weeks of employment.....	...1 week 5 days
During the second (52) weeks of employment and thereafter.....	2 weeks 10 days
After ten (10) years of employment.....	3 weeks 15 days

Sick Leave:

Ten (10) paid sick days in each calendar year after one year of service. Unused sick leave paid in cash in January of each calendar year.

(Contract Expired January 31, 2004)

(Local 32 B/J)

Office of the Comptroller, City of New York

CLASSIFICATION: FUEL OIL

<u>Title</u>	<u>Wage Rate per Hour</u>
Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur	\$25.01
Oil Burner Installer	\$25.261
Oil Burner Installer Helper (employed less than 12 months in the industry)	\$16.63
Oil Burner Installer Helper (employed at least 12 months in the industry)	\$18.61
Serviceperson "Class A" (employed in the industry for three years or longer)	\$25.26
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 11.14

VACATION:

Less than 75 days worked - no vacation.

75 days worked in a calendar year but less than 110 days worked in a calendar year - five days the following year.

110 days or more worked in a calendar year - 10 days the following year.

SICK LEAVE: One day sick leave earned for each 40 days worked in the preceeding calendar year for a maximum of five days per calendar year.

OVERTIME: (2, 5, 8, 13, 14). See Overtime Legend.

PAID HOLIDAYS: (2, 3, 4, 5, 8, 9, 10, 11, 12, 15, 16, 20). See Holiday Legend.

(Local #553)

(Contract expires December 15, 2004)

Office of the Comptroller, City of New York

CLASSIFICATION: LANDSCAPING

(Gardening, tree pruning and/or tree removing, spraying and park maintenance not included in a construction or reconstruction project.)

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Gardener	\$ 13.95	\$ 1.42
Groundsperson	\$ 13.41	\$ 2.61
Tree Remover \ Pruner	\$ 23.34	\$ 4.73
Landscape Sprayer (Pesticide Applicator)	\$ 18.36	\$.57

OVERTIME: Any work in excess of eight hours within any twenty four hour period and work in excess of forty hours in a week is overtime, and must be compensated at time and one half the hourly wage and at straight time for the supplemental benefit.

CLASSIFICATION: MEDICAL WASTE REMOVAL

<u>Title</u>	<u>Wage Rate per Hour</u>
Driver (Chauffeur)	\$18.86
Helper	\$12.90
Tractor Trailer Driver	\$22.19
Roll off Driver	\$22.19
Line Haul Driver	\$18.59
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$5.90

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Office of the Comptroller, City of New York

OVERTIME: (2, the sixth day of work in a workweek is paid at time and one half the regular hourly rate, the seventh day of work in a workweek is paid at double time the regular hourly rate, 12 plus days pay). See Overtime Legend.

PAID HOLIDAYS: (2, 6, 8, 9, 10, 16, 20, plus four personal days).
See Holiday Legend.

VACATION:

One year of service but less than five years	- 10 days
Five years of service but less than 10 years	- 15 days
Ten years of service	- 16 days
Eleven years	- 17 days
Twelve years	- 18 days
Thirteen years	- 19 days
Fourteen years	- 20 days
Twenty years	- 21 days
Twenty one years	- 22 days
Twenty two years	- 23 days
Twenty three years	- 24 days
Twenty four years	- 25 days

(Local #813)

(Contract expires November 30, 2004)

CLASSIFICATION: MOVER

MOVING: All services involved in the packing and moving of office furniture and equipment.

<u>TITLE</u>	<u>WAGE RATE PER HOUR</u>	<u>SUPPLEMENTAL BENEFIT RATE PER HOUR</u>
Furniture Mover, Driver	\$20.85	\$10.81
Casual Rate (A)*	\$13.00	none
Casual Rate (B)*	\$13.00	\$3.96
Casual Rate (C)*	\$13.00	\$8.36

Continued on following page

Office of the Comptroller, City of New York

Furniture Mover, Assistant	\$19.68	\$10.81
Casual Rate (A)*	\$12.00	none
Casual Rate (B)*	\$12.00	\$3.96
Casual Rate (C)*	\$12.00	\$8.36

***Casual (A) workers shall include only those workers who have been paid less than 800 hours during the calendar year. Casual (A) workers do not receive paid vacations or paid holidays.**

***Casual (B) workers shall include only those workers who have been paid more than 800 hours in the prior calendar year. Casual (B) workers do not receive paid vacations or paid holidays.**

***Casual (C) workers shall include only those workers who have been paid more than 800 hours in each of the two prior calendar years. Casual (C) workers do not receive paid vacations or paid holidays.**

OVERTIME: (2, 5, 8, 12) See Overtime Legend.

PAID HOLIDAYS: (for workers with more than 5 years or longer: 2, 8, 9, 10, 16, 20; Workers who have worked three days during the calendar week in which the Holiday occurs: 3, 5, 7, 15, 17; For workers with less than five years who have worked three days during the calendar week in which the holiday occurs: 3, 5, 7, 15, 17). See Holiday Legend.

<u>Days Worked</u>	<u>Vacation Days Earned Per Day Worked</u>
30 to 124 days	.0333
125 to 144 days	.0400
145 to 154 days	.0483
155 to 174 days	.0516
175 days	.0571
(Maximum 10 days)	

(Contract Expires April 30, 2005)

(Local #814)

**CLASSIFICATION ~~Office of the Corporation of New York~~ REFRIGERATION AND AIR CONDITIONER
MAINTENANCE AND INSTALLATION
SERVICE PERSON**

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Journey person	\$27.45	\$7.46
Fourth Year of Employment	\$22.54	\$6.93
Third Year of Employment	\$18.69	\$6.46
Second Year of Employment	\$16.05	\$6.12
First Year (2nd six months of Employment)	\$13.34	\$5.83
First Year (1st six months of Employment)	\$8.28	\$5.49

1. No First or Second year service person employed on service or repair work shall be allowed to do any work in the field unless the worker is accompanied and supervised by one or more service mechanics except in the event of emergency arising when the Employer must use his own discretion as to sending First or Second year men out to answer calls.
2. For every three (3) servicemen or maintenance mechanics steadily employed, the Employer may employ one (1) First year or Second year person, and if acceptable to the Employer, shall be continuously employed for one (1) year.
3. First and Second year persons shall be allowed to perform the following work:
 - 1) Filter changing and maintenance thereof.
 - 2) Oil and greasing.
 - 3) Tower and coil cleaning, scraping and painting.
 - 4) General housekeeping.
 - 5) Delivery and truck driving of parts and/or equipment trucks.
 - 6) Taking of water samples.

PAID HOLIDAYS: (2, 3#, 4, 5#, 8#, 9, 10, 11#, 15, 16, 20) See Holiday Legend.
Double time and one half the regular hourly rate for work performed on these holidays.

OVERTIME: (2, 5, 8, 13,) See Overtime Legend.

(Local #638B) (Contract expired June 30, 2004)

CLASSIFICATION: REFUSE REMOVER

A. Rubbish and Garbage Route Trucks

1. On open-trucks, rack body, or trucks which have no self contained mechanical loading device, up to 22-yard capacity:

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$22.67
Effective December 1, 2004	\$23.41
Helper	\$22.45
Effective December 1, 2004	\$23.19

2. On 10-wheel, open trucks, container loaders, dinomaster, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity:

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$22.82
Effective December 1, 2004	\$23.56
Helper	\$22.45
Effective December 1, 2004	\$23.20

3. On rubbish and garbage trucks (except as provided in section "B" Below) 24 yards to and including 31 yards capacity:

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$23.19
Effective December 1, 2004	\$23.93
Helper	\$22.88
Effective December 1, 2004	\$23.63

B. Roll-Off Trucks

1. Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only:

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Office of the Comptroller, City of New York

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$23.37
Effective December 1, 2004	\$24.12

2. Roll-Off Trucks other than those described in (1) above up to and including 42 yards capacity:

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$24.36
Effective December 1, 2004	\$25.10

3. On any Roll-Off Truck with more than 42 yards capacity or any Tractor Trailer Trucks:

<u>Title</u>	<u>Wage Rate per Hour</u>
Chauffeur	\$25.58
Effective December 1, 2004	\$26.33

SUPPLEMENTAL BENEFIT RATE PER HOUR

FOR ALL REFUSE REMOVER TITLES:	\$ 6.09
Effective December 1, 2004	\$ 6.34
Effective June1, 2005	\$ 6.59

PAID HOLIDAYS: (2, 3#, 6#, 8, 9, 10, 11#, 16, 20, the employee's birthday, four personal days). See Holiday Legend.

VACATION:

Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:

Those employed 1 year but less than 2 years - 1 week.
Those employed 2 years but less than 5 years - 2 weeks in each year.
Those employed 5 years but less than 15 years - 3 weeks in each year.
Those employed 15 years but less than 25 years - 4 weeks in each year.
Those employed 25 years or more - 5 weeks in each year.

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Office of the Comptroller, City of New York

SICK LEAVE:

- (a) Employees shall be entitled to 7 paid leave days for each contract year. Unused sick leave shall be paid to employees as an attendance incentive bonus at the end of each contract year.
- (b) During the first year of employment, employees shall be paid two (2) days sick leave after completing six months of employment. Following such six months of employment, such employee shall then receive pro-rata sick leave pay on the basis of one (1) day sick leave pay for each two (2) months or major portion of two (2) months worked until the following December 1st. Once an employee has completed 6 months or more of employment by December 1st, he shall be treated like other employees as set forth in (a) above.
- (c) Once an employee has used up his sick leave, the employee must, upon request of the employer, put in writing the nature of the illness for which the employee was absent.

OVERTIME: (2, 5, triple time for Sunday, 13 for (#) designated holidays, all other holidays triple time). See Overtime Legend.

(Local #813)

CLASSIFICATION: SECURITY

<u>Title</u>	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Security Guard (Unarmed)	\$ 9.10	\$ 1.50
Security Guard (Armed)	\$ 16.90	-----

OVERTIME: Any work in excess of eight hours within any twenty four hour period and work in excess of forty hours in a week is overtime, and must be compensated at time and one half the hourly wage and at straight time for the supplemental benefit rate.

Office of the Comptroller, City of New York

CLASSIFICATION: WINDOW CLEANER

<u>TITLE</u>	<u>WAGE RATE PER HOUR</u>
Window Cleaner	\$21.84
Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs	\$23.47
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$6.02
Effective December 31, 2004	\$6.25

**PAID HOLIDAYS: (2, 3, 5, 7, 8, 9, 10, 11, 16, 17, 20, plus one personal day).
See Holiday legend.**

VACATION:

After seven months but less than one year of service - one week.

One year but less than five years of service- two weeks.

Five years of service but less than 15 years of service- three weeks.

15 years of service but less than 25 years of service- four weeks.

21 years - 21 days.

22 years - 22 days.

23 years - 23 days.

24 years - 24 days.

25 years or more of service - five weeks.

Plus one day per year for medical visit.

SICK LEAVE:

Ten days after one year worked. Unused sick days to be paid in cash. An employee who is entitled to and receive a payment of 10 days of unused sick days shall also receive a hundred-dollar bonus.

OVERTIME: (2, 5, 8, 12 plus the days pay). See Overtime legend.

(Local No. 32BJ)

(Contract expires February 28, 2005)