

LABOR LAW § 230 PREVAILING WAGE SCHEDULE

Building service employees on public contracts must receive not less than the prevailing rate of wage and supplements for the classification of work performed. 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 New York City public 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).

Contracting agencies that anticipate doing work that may require building service trades or classifications not included in this schedule may 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.

Contractors are advised to review the applicable 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 a prevailing-wage violation.

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 during the effective period, 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 our web site www.comptroller.nyc.gov.

Contractors are solely responsible for maintaining original payroll records delineating, among other things, the hours worked by each employee within a given classification.

Some of the rates in this schedule are based on collective bargaining agreements. The Comptroller's Office has attempted to include all overtime, shift and night differential, Holiday, Saturday, Sunday or other premium time work. However, this schedule does not set forth every prevailing practice with respect to such rates with which employers must comply. All such practices are nevertheless part of the employer's prevailing wage obligation and contained in the collective bargaining agreements of the prevailing wage unions. These collective bargaining agreements are available for inspection by appointment. Requests for appointments may be made by calling (212) 669-4443, Monday through Friday between the hours of 9 a.m. and 5 p.m.

Answers to questions concerning prevailing trade practices may be obtained from the Classification Unit by calling (212) 669-7974. Please direct all other compliance issues to: Bureau of Labor Law, Attn: Wasyl Kinach, P.E., Office of the Comptroller, 1 Centre Street, Room 1122, New York, N.Y. 10007; Fax (212) 669-4002.

In order to meet their obligation to provide prevailing supplemental benefits to each covered employee, employers must either:

- 1) Provide bona-fide benefits which cost the employer no less than the prevailing supplemental benefits rate; or

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- 2) Supplement the employee's hourly wage by an amount no less than the prevailing supplemental benefits rate; or
- 3) Provide a combination of bona-fide benefits and wage supplements which cost the employer no less than the prevailing supplemental benefits rate in total.

Benefits are paid for EACH HOUR WORKED unless otherwise noted.

If you are a Covered Building Service Employee and you have been paid less than the Prevailing Wage and Benefits, please contact us at 212-669-4443 or download our complaint form from our website at WWW.COMPTROLLER.NYC.GOV (click on the Bureau of Labor Law).

Si es un empleado de servicios a edificios elegible y recibió menos del sueldo prevalente y beneficios, por favor contáctenos en 212-669-4443 o descarga un formulario de reclamo del sitio del Internet WWW.COMPTROLLER.NYC.GOV (opreme "Oficina de Derecho Laboral").

Wasył Kinach, P.E.
Director of Classifications
Bureau of Labor Law

**230 SCHEDULE OF PREVAILING WAGES AND SUPPLEMENTAL BENEFITS ADDENDUM
EFFECTIVE PERIOD JANUARY 20, 2014 THROUGH JUNE 30, 2014**

List of Amended Classifications

1. BUILDING CLEANER AND MAINTAINER (OFFICE)
2. BUILDING CLEANER AND MAINTAINER (RESIDENTIAL)
3. BUILDING HVAC SERVICES OPERATOR
4. WINDOW CLEANER

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BOILER SERVICEPERSON/TANK CLEANER MECHANIC (LOW PRESSURE)

Boiler Service Person/Tank Cleaner Mechanic (Low Pressure)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: \$11.37

Supplemental Benefit Rate per Hour: \$5.57

Overtime Description

Work in excess of 8 hours performed on a Sunday or Holiday shall be paid two and one half times the regular rate.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Double time the regular rate for work on the following holiday(s).

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Employee's Birthday

Vacation

1 year service.....five (5) days

3 years service or more.....ten (10) days

8 years service or more.....fifteen (15) days

13 years service or more.....twenty (20) days

SICK LEAVE:

1-2 years employment.....4 days

2-3 years employment.....5 days

3-4 years employment.....6 days

4-5 years employment.....8 days

6 years or more employment.....10 days

(Local #32 B/J)

BUILDING CLEANER AND MAINTAINER (OFFICE)

Office Building Class "A" Handyperson (Over 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$25.10**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.55**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "A" Foreperson, Starter (Over 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$24.99**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.44**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "A" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$22.97**

Supplemental Benefit Rate per Hour: **\$9.51**

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate. Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$23.42**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate. Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Office Building Class "B" Handyperson (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$25.07**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.52**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "B" Foreperson, Starter (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$24.95**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.40**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "B" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$22.94**

Supplemental Benefit Rate per Hour: **\$9.51**

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate. Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$23.39**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

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Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Office Building Class "C" Handyperson (Less than 120,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$25.02**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.47**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "C" Foreperson, Starter (Less than 120,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$24.91**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.36**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00

Office Building Class "C" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Less than 120,000 square feet gross area)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$22.90**

Supplemental Benefit Rate per Hour: **\$9.51**

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate. Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$23.35**

Supplemental Benefit Rate per Hour: **\$9.91**

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

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NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate. Note: New Hires hired before January 1, 2012 will continue to receive 80% of the wage rate above for the first 30 months, and upon the completion of 30 months of employment employee shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for work on a holiday plus the day's pay.

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

Paid Holidays

New Year's Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Vacation

Less than 6 months of work.....no vacation

6 months of work.....three (3) days

1 year of work.....ten (10) days

5 years of work.....fifteen (15) days

15 years of work.....twenty (20) days

21 years of work.....twenty-one (21) days

22 years of work.....twenty-two (22) days

23 years of work.....twenty-three (23) days

24 years of work.....twenty-four (24) days

25 years or more of work.....twenty-five (25) days

Plus two Personal Days per year.

Sick Leave:

10 sick days per year.

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

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BUILDING CLEANER AND MAINTAINER (RESIDENTIAL)

Residential Building Class "A" Handyperson

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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.

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: \$23.57

Supplemental Benefit Rate per Hour: \$9.43

Supplemental Note: Effective 1/1/2014 - \$9.83, for new employee 0-3 months of employment - \$0.00

Residential Building Class "A" Cleaner/Porter

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.

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: \$21.34

Supplemental Benefit Rate per Hour: \$9.43

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: \$21.34

Supplemental Benefit Rate per Hour: \$9.83

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Residential Building Class "B" Handyperson

Residential Building 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.

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: \$23.51

Supplemental Benefit Rate per Hour: \$9.43

Supplemental Note: Effective 1/1/2014 - \$9.83, for new employee 0-3 months of employment - \$0.00

Residential Building Class "B" Cleaner/Porter

Residential Building 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.

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Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$21.28**

Supplemental Benefit Rate per Hour: **\$9.43**

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$21.28**

Supplemental Benefit Rate per Hour: **\$9.83**

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Residential Building Class "C" Handyperson

Residential Building 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.

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$23.45**

Supplemental Benefit Rate per Hour: **\$9.43**

Supplemental Note: Effective 1/1/2014 - \$9.83, for new employee 0-3 months of employment - \$0.00

Residential Building Class "C" Cleaner/Porter

Residential Building 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.

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$21.23**

Supplemental Benefit Rate per Hour: **\$9.43**

Supplemental Note: for new employee 0-12 months of employment - \$6.92; for new employee 13-24 months of employment - \$9.18

NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$21.23**

Supplemental Benefit Rate per Hour: **\$9.83**

Supplemental Note: for new employee 0-3 months of employment - \$0.00; for new employee 4-12 months of employment - \$7.22; for new employee 13-24 months of employment - \$9.58

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NEW HIRE: Porter/Cleaner, may be paid a starting rate of 80% of the hourly rate published above. Upon completion of 30 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for work on a holiday plus the day's pay.

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

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Thanksgiving Day

Christmas Day

Vacation

6 months.....three (3) days

1 year.....ten (10) days

5 years.....fifteen (15) days

15 years.....twenty (20) days

21 years.....twenty-one (21) days

22 years.....twenty-two (22) days

23 years.....twenty-three (23) days

24 years.....twenty-four (24) days

25 years.....twenty-five (25) days

Plus two Personal Days per year.

SICK LEAVE

After 1 year of service.....ten (10) days per year

(Local #32 B/J)

BUILDING HVAC SERVICES OPERATOR

Engineer (Refrigeration)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$35.18**

Supplemental Benefit Rate per Hour: **\$15.78**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$36.73**

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Supplemental Benefit Rate per Hour: \$16.35

Fireperson

Fireperson (Helper): Assist the Engineer

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: \$27.39

Supplemental Benefit Rate per Hour: \$15.41

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: \$28.60

Supplemental Benefit Rate per Hour: \$15.97

Please note that the NYC Comptroller's Office does not publish rates for the Stationary Engineer title.

Overtime Description

All hours worked on a holiday shall be paid at two and one half times the regular wage rate in lieu of the paid day off.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Time and one half the regular rate for Sunday.

Paid Holidays

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Plus six (6) floating Holidays

Vacation

6 months three (3) days

1 year ten (10) days

5 years fifteen (15) days

15 years twenty (20) days

21 years..... twenty-one (21) days

22 years twenty-two (22) days

23 years twenty-three (23) days

24 years twenty-four (24) days

25 years twenty-five (25) days

(Local #94)

CLEANER (PARKING GARAGE)

Garage Cleaner

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$11.20**

Supplemental Benefit Rate per Hour: **\$1.72**

Overtime

Time and one half the regular rate after an 8 hour day.

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

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

FUEL OIL

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (5th Year and above)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$30.61**

Supplemental Benefit Rate per Hour: **\$20.42**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (4th Year)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$28.00**

Supplemental Benefit Rate per Hour: **\$20.42**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (3rd Year)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$26.00**

Supplemental Benefit Rate per Hour: **\$20.42**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (2nd Year)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$24.00**

Supplemental Benefit Rate per Hour: **\$20.42**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (1st Year)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$22.00**

Supplemental Benefit Rate per Hour: **\$20.42**

Overtime

Time and one half the regular rate after an 8 hour day.
Time and one half the regular rate for Saturday.
Double time the regular rate for Sunday.

Overtime Holidays

Double time the regular rate for work on the following holiday(s).

- Martin Luther King Jr. Day
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Veteran's Day

Triple time the regular rate for work on the following holiday(s).

- New Year's Day
- Thanksgiving Day
- Christmas Day

Paid Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day

Vacation

Less than 75 days worked.....no vacation.
75 days worked, but less than 110 days worked in a calendar year.....five (5) days the following year.
110 days or more worked in a calendar year.....ten (10) days the following year.

SICK LEAVE:

1 day sick leave earned for each 40 days worked in the preceding calendar year for a maximum of five (5) days per calendar year.

(Local #553)

GARDENER

Gardener

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Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$17.16**

Supplemental Benefit Rate per Hour: **\$1.72**

Overtime

Time and one half the regular rate after an 8 hour day.

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

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

LOCKSMITH

Locksmith

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$19.63**

Supplemental Benefit Rate per Hour: **\$6.20**

Overtime

Time and one half the regular rate after an 8 hour day.

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

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

MEDICAL WASTE REMOVAL

Driver

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$18.00**

Supplemental Benefit Rate per Hour: **\$9.34**

Helper

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$14.25**

Supplemental Benefit Rate per Hour: **\$9.34**

Tractor Trailer Driver

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Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$20.50**

Supplemental Benefit Rate per Hour: **\$9.34**

Overtime Description

Time and one half the regular hourly rate after an 8 hour day or after 40 hours in any work week. The seventh day of work in a workweek is paid at double time the regular hourly rate. Time and one half the regular hourly rate for work on a holiday plus days pay for below paid holidays.

Paid Holidays

President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Vacation

1 year of service but less than five years.....ten (10) days
5 years of service but less than ten years.....fifteen (15) days
10 years of service.....sixteen (16) days
11 years.....seventeen (17) days
12 years.....eighteen (18) days
13 years.....nineteen (19) days
14 years.....twenty (20) days
20 years.....twenty-one (21) days
21 years.....twenty-two (22) days
22 years.....twenty-three (23) days
23 years.....twenty-four (24) days
24 years.....twenty-five (25) days
Plus 5 Personal Days

(Local #813)

MOVER - OFFICE FURNITURE AND EQUIPMENT

Heavy and Tractor Trailer Truck Driver

Tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW)

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$22.57**

Supplemental Benefit Rate per Hour: **\$4.49**

Light Truck Driver

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$19.81**

Supplemental Benefit Rate per Hour: **\$4.49**

Laborer and Freight, Stock, and Material Movers, Hand

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$17.51**

Supplemental Benefit Rate per Hour: **\$4.49**

Overtime

Time and one half the regular rate after an 8 hour day.

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

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

REFUSE REMOVER

Refuse Remover

Effective Period: 7/1/2013 - 6/30/2014

Wage Rate per Hour: **\$29.27**

Supplemental Benefit Rate per Hour: **\$4.49**

Overtime

Time and one half the regular rate after an 8 hour day.

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

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

SECURITY GUARD (ARMED)

Security Guard (Armed)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$28.00**

Supplemental Benefit Rate per Hour: **\$4.90**

Supplemental Note: for new employee 0-30 days of employment - \$4.26; for new employee 31-120 days of employment - \$4.43; for new employee 121 days - 2 years of employment - \$4.54

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$28.25**

Supplemental Benefit Rate per Hour: **\$5.02**

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Supplemental Note: for new employee 0-30 days of employment - \$4.44; for new employee 31-120 days of employment - \$4.61; for new employee 121 days - 2 years of employment - \$4.63

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

A guard who works a holiday is paid the regular rate plus receives the paid holiday.
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.
Time and one half the regular hourly rate after 40 hours in any work week.

Paid Holidays

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Personal Day

Vacation

Months on payroll	Vacation with Pay
6	3 days
12	5 days
24	10 days
60	15 days
180	20 days
300	25 days

Sick Leave

Employees accrue paid sick leave at the rate of one (1) sick day for every six (6) months worked, up to a maximum of six (6) days a year.

(Local #32B/J)

SECURITY GUARD (UNARMED)

Security Guard (Unarmed) 0 - 6 months

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: \$12.85

Supplemental Benefit Rate per Hour: \$4.54

Supplemental Note: for new employee 0-30 days of employment - \$4.26; for new employee 31-120 days of employment - \$4.43

Effective Period: 1/1/2014 - 6/30/2014

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Wage Rate per Hour: **\$13.10**

Supplemental Benefit Rate per Hour: **\$4.63**

Supplemental Note: for new employee 0-30 days of employment - \$4.44; for new employee 31-120 days of employment - \$4.61

Security Guard (Unarmed) 7 - 12 months

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$13.35**

Supplemental Benefit Rate per Hour: **\$4.54**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$13.60**

Supplemental Benefit Rate per Hour: **\$4.63**

Security Guard (Unarmed) 13 - 18 months

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$13.85**

Supplemental Benefit Rate per Hour: **\$4.54**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$14.10**

Supplemental Benefit Rate per Hour: **\$4.63**

Security Guard (Unarmed) 19 - 24 months

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$14.35**

Supplemental Benefit Rate per Hour: **\$4.54**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$14.60**

Supplemental Benefit Rate per Hour: **\$4.63**

Security Guard (Unarmed) 25 - 30 months

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$14.85**

Supplemental Benefit Rate per Hour: **\$4.90**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$15.10**

Supplemental Benefit Rate per Hour: **\$5.02**

Security Guard (Unarmed) 31 months or more

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$15.15**

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Supplemental Benefit Rate per Hour: **\$4.90**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$15.60**

Supplemental Benefit Rate per Hour: **\$5.02**

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

A guard who works a holiday is paid the regular rate plus receives the paid holiday.

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.

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

Paid Holidays

New Year's Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Personal Day

Vacation

Months on payroll	Vacation with Pay
6	3 days
12	5 days
24	10 days
60	15 days
180	20 days
300	25 days

Sick Leave

Employees accrue paid sick leave at the rate of one (1) sick day for every six (6) months worked, up to a maximum of six (6) days a year.

(Local #32B/J)

WINDOW CLEANER

Window Cleaner

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$26.44**

Supplemental Benefit Rate per Hour: **\$9.51**

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Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$26.90**

Supplemental Benefit Rate per Hour: **\$9.91**

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$28.69**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$29.27**

Supplemental Benefit Rate per Hour: **\$9.91**

Window Cleaner Apprentice (0 - 3 months)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$19.59**

Supplemental Benefit Rate per Hour: None

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$19.92**

Supplemental Benefit Rate per Hour: None

Window Cleaner Apprentice (4 - 7 months)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$21.18**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$21.54**

Supplemental Benefit Rate per Hour: **\$9.91**

Window Cleaner Apprentice (8 - 11 months)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$22.44**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$22.82**

Supplemental Benefit Rate per Hour: **\$9.91**

Window Cleaner Apprentice (12 - 15 months)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$23.72**

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Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$24.12**

Supplemental Benefit Rate per Hour: **\$9.91**

Window Cleaner Apprentice (16 - 17 months)

Effective Period: 7/1/2013 - 12/31/2013

Wage Rate per Hour: **\$25.01**

Supplemental Benefit Rate per Hour: **\$9.51**

Effective Period: 1/1/2014 - 6/30/2014

Wage Rate per Hour: **\$25.44**

Supplemental Benefit Rate per Hour: **\$9.91**

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Time and one half the regular rate for work on a holiday plus the day's pay.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Personal Day

Vacation

After 7 months but less than 1 year of service.....five (5) days

1 year but less than 5 years of service.....ten (10) days

5 years of service but less than 15 years of service.....fifteen (15) days

15 years of service but less than 21 years of service.....twenty (20) days

21 years.....twenty-one (21) days

22 years.....twenty-two (22) days

23 years.....twenty-three (23) days

24 years.....twenty-four (24) days

25 years or more of service.....twenty-five (25) days

Plus 1 day per year for medical visit

SICK LEAVE:

10 days after one year worked. Unused sick days to be paid in cash.

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(Local #32 B/J)