



Bureau of Labor Law

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

January 7, 2008

TO ALL CITY AGENCIES

**ATTACHED IS ADDENDUM NO. 1 TO THE 230 PREVAILING
WAGE SCHEDULE, WHICH COVERS THE TITLE OF
REFRIGERATION AND AIR CONDITIONER MAINTENANCE
AND INSTALLATION SERVICE PERSON FOR THE PERIOD
JANUARY 7, 2008 THROUGH JUNE 30, 2008. PLEASE NOTIFY
ALL CONTRACTORS OF THESE CHANGES.**

VERY TRULY YOURS,

**WASYL KINACH, P.E.
DIRECTOR OF CLASSIFICATIONS**

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
230 SCHEDULE OF PREVAILING WAGES AND SUPPLEMENTAL BENEFITS
ADDENDUM NO. 1
EFFECTIVE PERIOD JANUARY 7, 2008 THROUGH JUNE 30, 2008

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

	Wage Rate	Supplemental
	<u>Per Hour</u>	<u>Benefit Rate</u>
	<u>Per Hour</u>	<u>Per Hour</u>
Journey person	\$32.95	\$8.96
Fourth Year of Employment	\$27.07	\$8.22
Third Year of Employment	\$22.43	\$7.59
Second Year of Employment	\$19.26	\$7.13
First Year (2nd six months of Employment)	\$15.99	\$6.71
First Year (1st six months of Employment)	\$ 9.94	\$6.23

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.

OVERTIME: (2, 5 & 8) and (13 for the following holidays 2, 9, 10, 15, 16 & 20) and (15 for the following holidays 3, 6, 8 & 11). See Overtime and Holiday Legend.

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 15, 16 & 20) See Holiday Legend.

(Local #638B)

Office of the Comptroller, City of New York

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, 2007 through June 30, 2008, 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.

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 (212) 669-4437. 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.

**Wasyl Kinach, P.E.
Director of Classifications
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.
- (15) Double time and one half 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, 2007 – JUNE 30, 2008

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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: \$26.34
Effective 7/10/07: \$27.00

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$11.12
Effective 7/10/07: \$11.95

OVERTIME: (2, 5, 8 & 13) 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 12:30 A.M. and a 15% differential for the hours 12:00 A.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: \$11.00

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$4.06

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

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.

(Local #32 B/J)

CLASSIFICATION: CLEANER (LOFT)

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

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$21.37
Foreperson	\$21.28
Starter	\$21.28
Cleaner/Porter, Elevator Operator	\$19.47

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.16

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

**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.

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.**

**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: \$5.36

**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: CLEANER (LOFT)

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	\$21.30
Foreperson	\$21.23
Starter	\$21.23
Cleaner/Porter, Elevator Operator	\$19.42

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.16

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

**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.**

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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: \$5.36

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: CLEANER (LOFT)

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

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$21.18
Foreperson	\$21.09
Starter	\$21.09
Cleaner/Porter, Elevator Operator	\$19.38

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Office of the Comptroller, City of New York

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.16

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

**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.**

**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: \$5.36

**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)

Office of the Comptroller, City of New York

CLASSIFICATION: CLEANER (OFFICE)

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

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$21.42
Foreperson	\$21.31
Starter	\$21.31
Cleaner/Porter, Elevator Operator	\$19.50

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.16

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

**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 of work or more - 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.**

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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: \$5.36

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: **CLEANER (OFFICE)**

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	\$21.39
Foreperson	\$21.28
Starter	\$21.28
Cleaner/Porter, Elevator Operator	\$19.47
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$7.16

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Office of the Comptroller, City of New York

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

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.

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: \$5.36

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: CLEANER (OFFICE)

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

<u>Title</u>	<u>Wage Rate per Hour</u>
Handyperson	\$21.35
Foreperson	\$21.24
Starter	\$21.24
Cleaner/Porter, Elevator Operator	\$19.42

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.16

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

**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.**

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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: \$5.36

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)

CLASSIFICATION: CLEANER (RESIDENTIAL)

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	\$20.34
Effective January 1, 2008	\$20.62
Cleaner/Porter	\$18.44
Effective January 1, 2008	\$18.69
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 7.08

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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.

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

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, Eid Al-Fitr or a personal day.

(Local 32B/J)

CLASSIFICATION: CLEANER (RESIDENTIAL)

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	\$20.28
Effective January 1, 2008	\$20.56
Cleaner/Porter	\$18.38
Effective January 1, 2008	\$18.63

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$7.08

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

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, Eid Al-Fitr or a personal day.

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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.

CLASSIFICATION: CLEANER (RESIDENTIAL)

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	\$20.23
Effective January 1, 2008	\$20.50
Cleaner/Porter	\$18.33
Effective January 1, 2008	\$18.58

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 7.08

OVERTIME: (2, 12). See Overtime Legend

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, Eid Al-Fitr or a personal day.

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

Continued on following page

Office of the Comptroller, City of New York

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.

(Local #32 B/J)

CLASSIFICATION: CLEANER (PARKING LOT) - FLOOR PERSON

Wage Rate Per Hour

"A" Level Worker	\$14.56
Effective March 4, 2008	\$14.81

"B" Level Workers \$10.00*

* "B" Level Worker paid at least the Living Wage as per section 6-109

SUPPLEMENTAL BENEFIT RATE PER HOUR:

"A" worker, "B" worker after three years of employment. \$2.17

"B" worker with less than 3 years employment. \$1.50*

* "B" Level Worker paid at least the Living Wage as per section 6-109

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

VACATION:

Full time employees shall be entitled to

five days per year during each of the first two years of employment.

Ten days per year during each of the third through fifth years of employment.

Fifteen (15) days per year during each of the sixth (6) through tenth (10) years of employment.

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

BENEFIT DAYS:

Six days during each of the first through fifth years of employment.

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

(Local 272)

CLASSIFICATION: EXTERMINATOR

WAGE RATE PER HOUR:	\$18.49
Effective January 31, 2008	\$18.74

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 one 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. All work performed on Sunday shall be paid for at double the rate of pay except that employees hired on or after September 5, 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 (8) consecutive hours from 6:00 A.M. - 8:00 P.M. with one hour off for lunch. On a second shift the employee is paid an additional twelve dollars (\$12.00) per week.

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.

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Office of the Comptroller, City of New York

Shift Rate: 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 or more nights and one 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 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.

(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	\$26.60
Oil Burner Installer	\$26.60
Oil Burner Installer Helper (employed less than 12 months in the industry)	\$15.85
Oil Burner Installer Helper (employed at least 12 months in the industry)	\$19.40
Oil Burner Installer Helper (employed at least 24 months in the industry)	\$23.15
Serviceperson "Class A" (employed in the industry for three years or longer)	\$26.85

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$14.80

OVERTIME: (2, 5, 8; and 13 when the following holidays are worked – 3, 4, 5, 8, 9, 10, 11, 12 & 15; and 14 when the following holidays are worked – 2, 16 & 20). See Overtime and Holiday Legends.

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

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

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.

(Local #553)

Office of the Comptroller, City of New York

CLASSIFICATION: LANDSCAPER

(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 (above 6 years experience) (Effective April 1, 2008)	\$ 20.00 \$ 21.00	\$ 6.25 \$ 6.75
Gardener (3 - 6 years experience) (Effective April 1, 2008)	\$ 19.00 \$ 20.00	\$ 6.25 \$ 6.75
Gardener (1-3 years experience) (Effective April 1, 2008)	\$ 16.50 \$ 17.50	\$ 6.25 \$ 6.75
Groundsperson (Effective April 1, 2008)	\$ 16.50 \$ 17.50	\$ 6.25 \$ 6.75
Tree Remover / Pruner (Effective April 1, 2008)	\$ 25.00 \$ 26.00	\$ 6.25 \$ 6.75
Landscape Sprayer (Pesticide Applicator) (Effective April 1, 2008)	\$ 15.00 \$ 16.00	\$ 6.25 \$ 6.75

OVERTIME: (2, 5 & 8) See Overtime Legend. Supplemental Benefits shall include an additional Seventy Five (\$0.75) cents per hour for all overtime work performed.

PAID HOLIDAYS: (2, 8, 9, 10, 16 & 20). In the event that any employee is called to work on any of the above mentioned holidays, the employee shall receive, in addition to a full day's pay, pay at time and one-half (1-1/2 times) for all work performed on that day.

SHIFT RATES: Work performed on a 4pm to 12am shift has a 15% differential. Work performed on a 12am to 8am shift has a 20% differential.

(Local 175)

Office of the Comptroller, City of New York

CLASSIFICATION: MEDICAL WASTE REMOVAL

<u>Title</u>	<u>Wage Rate per Hour</u>
Driver (Chauffeur)	\$18.35
Helper	\$14.05
Tractor Trailer Driver	\$20.85
Roll off Driver	\$20.85
Line Haul Driver	\$18.35

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$6.53

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 for below paid holidays). 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)

Office of the Comptroller, City of New York

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	\$21.70	\$12.41
Casual Rate*	\$13.00	none
Furniture Mover, Assistant	\$20.33	\$12.41
Casual Rate*	\$12.00	none

*Casual workers shall include only those workers who have been paid less than 600 hours during the calendar year. Casual workers do not receive travel time, paid vacations or paid holidays.

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

PAID HOLIDAYS: (for workers with more than 5 years: 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)

(Local #814)

**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	\$31.20	\$8.70
Fourth Year of Employment	\$25.63	\$8.00
Third Year of Employment	\$21.24	\$7.40
Second Year of Employment	\$18.24	\$6.96
First Year (2nd six months of Employment)	\$15.14	\$6.56
First Year (1st six months of Employment)	\$ 9.42	\$6.12

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.

OVERTIME: (2, 5 & 8) and (13 for the following holidays 2, 9, 10, 15, 16 & 20) and (15 for the following holidays 3, 6, 8 & 11). See Overtime and Holiday Legend.

PAID HOLIDAYS: (2, 3, 6, 8, 9, 10, 11, 15, 16 & 20) Employees must work at least one day in the payroll week in which the holiday occurs to receive the paid holiday. See Holiday Legend.

(Local #638B)

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>	<u>Effective 12/1/07</u>
Chauffeur	\$24.91	\$25.66
Helper	\$24.70	\$25.45

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>	<u>Effective 12/1/07</u>
Chauffeur	\$25.06	\$25.81
Helper	\$24.70	\$25.45

3. On rubbish and garbage trucks (except as provided in section "B" Below) 26 yards to and including 31 yards capacity:

<u>Title</u>	<u>Wage Rate per Hour</u>	<u>Effective 12/1/07</u>
Chauffeur	\$25.43	\$26.18
Helper	\$25.13	\$25.88

B. Roll-Off Trucks

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

<u>Title</u>	<u>Wage Rate per Hour</u>	<u>Effective 12/1/07</u>
Chauffeur	\$25.62	\$26.37

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>	<u>Effective 12/1/07</u>
Chauffeur	\$26.60	\$27.35

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Office of the Comptroller, City of New York

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>	<u>Effective 12/1/07</u>
Chauffeur	\$27.83	\$28.58

**SUPPLEMENTAL BENEFIT RATE PER HOUR
FOR ALL REFUSE REMOVER TITLES: \$ 8.11
Effective 12/1/07 \$ 9.02**

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

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.

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.**

(Local #813)

Office of the Comptroller, City of New York

CLASSIFICATION: SECURITY GUARD

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Security Guard (Unarmed)	\$10.00	\$1.50
Security Guard (Armed)	\$18.49	\$0.75

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.

CLASSIFICATION: WINDOW CLEANER

<u>TITLE</u>	<u>WAGE RATE PER HOUR</u>
Window Cleaner	\$22.51
(Effective September 1, 2007)	\$22.76
Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs	\$24.14
(Effective September 1, 2007)	\$24.39
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$9.10

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

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

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.

(Local No. 32B/J)